

Agenda

28.09.2006

- 16:00 Guided sight seeing tour '[A tour of World War II Historic Sites](#)' (Duration about 2 hrs, meeting place: reception of [Hotel Atrium](#))
 19:00 Welcome reception with drinks and snacks at [Hotel Atrium](#)

29.09.2006

Time:	Topic:	
8:45 – 9:15 (room 162)	Registration	
9:15 – 9:30 (room 168)	Welcome	
9:30 – 10:15 (room 168)	Opening Keynote Speech: Daniel S. Hamermesh (University of Texas, Austin) "Matched Firm-Worker Data: A Decade of Progress, and a Roadmap of New Directions"	
	SESSION 1A: Worker Outcomes and Organizational Structure (room 164) Chair: Julia Lane	SESSION 1B: Productivity and Firm Performance (room 168) Chair: Till von Wachter
10:20 – 10:55	1A1: MARC-ARTHUR DIAYE (Centre d'Etude de l'Emploi) / Nathalie Greenan / Michal W. Urdanivia "Subjective evaluation of performance through individual evaluation interview: theory and empirical evidence from France" Discussant: Lynne Zucker	1B1: HYOWOOK CHIANG (Welch Consulting and U.S. Census Bureau) / Benjamin Campbell / Fredrik Andersson / Clair Brown / Yooki Park "The Effect of HRM Practices and R&D Investment on Worker Productivity" Discussant: Till von Wachter
10:55 – 11:30	1A2: MONICA GALIZZI (University of Massachusetts Lowell) / Petra Miesmaa / Craig Slatin and the "PHASE in Healthcare team" "Occupational injuries, workers' reporting and firms policies in the health care industry: the challenges and rewards of combining qualitative and quantitative research methodologies" Discussant: Lynne Zucker	1B2: ALEC LEVENSON (Center for Effective Organizations Marshall School of Business University of Southern California) "Knowledge Work and Teams: Analyzing Labor Productivity when Tasks are Interdependent" Discussant: Hyowook Chiang
11:30 – 12:05	1A3: TOMISLAV VUKINA (North Carolina State University) / Xiaoyong Zheng "Efficiency Gains from Organizational Innovation: Comparing Ordinal and Cardinal Tournament Games in Broiler Contracts" Discussant: Julia Lane	1B3: ANTTI KAUKANEN (Helsinki School of Economics) / Derek C. Jones / Panu Kalmi "Teams, Performance-Related Pay, Profit Sharing and Productive Efficiency: Evidence from a Food-Processing Plant" Discussant: Johannes Van Biesebroeck

Supported by: Research Network of the German Research Foundation (DFG) 'Flexibility in Heterogeneous Labour Markets'

Sponsored by:



National Science Foundation
WHERE DISCOVERIES BEGIN



Deutsche Forschungsgemeinschaft
DFG

Time:	Topic:		
12:05 – 13:00	Lunch		
	SESSION 2A: HRM practices at work (room 168) Chair: Julia Lane	SESSION 2B: Training and wages (room 158) Chair: David Neumark	SESSION 2C: Trade and FDI (room 164) Chair: Lars Vilhuber
13:00 – 13:35	2A1: IMRAN RASUL (University College London) / Oriana Bandiera / Iwan Barankay “Social Connections and Incentives in the Workplace: Evidence from Personnel Data” Discussant: Alec Levenson	2B1: PAULINO TEIXEIRA (Universidade de Coimbra, Portugal) / John T. Addison / Thomas Zwick “The Impact of Works Councils on Wages” Discussant: Fredrik Andersson	2C1: MARC MUENDLER (UC San Diego Econ) / Naercio Aquino Menezes Filho “Labor Reallocation in Response to Trade Reform” Discussant: Lars Vilhuber
13:35 – 14:10	2A2: MAIA GÜELL (Universitat Pompeu Fabra) / Alberto Bayo-Moriones / Jose E. Galdon-Sanchez “Is Seniority-Based Pay Used as a Motivation Device? Evidence from Plant Level Data” Discussant: Alec Levenson	2B2: ERICH BATTISTIN (Institute for Fiscal Studies) / Laura Abramovsky / Emla Fitzsimons / Alissa Goodman / Helen Simpson “Incentivising employers to train low-skilled workers: evidence from the UK Employer Training Pilots” Discussant: Iben Bolvig	2C2: SASCHA O. BECKER (University of Munich) / Marc Muendler “The effect of FDI on worker displacement” Discussant: Till von Wachter
14:10 – 14:45	2A3: LYNNE G. ZUCKER (North Carolina State University) / Michael R. Darby “Movement of star scientists and engineers and higt-tech firm entry” Discussant: Fredrik Andersson	2B3: COLLEEN FLAHERTY (Stanford University) “Employer-Provided General Training: Examination of Tuition Reimbursement Programs” Discussant: David Neumark	2C3: SEBASTIAN BUHAL (Tinbergen Institute) / Miguel Portela / Coen Teulings / Aico van Vuuren “Returns to Seniority: Time or Rank?” Discussant: Lars Vilhuber
14:45 – 15:00	Coffee		

Supported by: Research Network of the German Research Foundation (DFG) ‘Flexibility in Heterogeneous Labour Markets’

Sponsored by:



Time:	Topic:		
	SESSION 3A: Leadership and Careers (room 158) Chair: Julia Lane	SESSION 3B: Labor Demand (room 168) Chair: Ana Rute Cardoso	SESSION 3C: The Workplace and the Workers (room 164) Chair: Fredrik Andersson
15:00 – 15:35	3A1: MARIE-CLAIRE VILLEVAL (GATE – CNRS) / Emrah Arbak “Endogenous Leadership - Selection and Influence” Discussant: Marc Muendler	3B1: DAVID BLAU (University of North Carolina) / Tetyana Shvydko “Labor Market Rigidities and the Employment Behavior of Older Workers” Discussant: Ana Rute Cardoso	3C1: DAVID NEUMARK (University of California, Irvine) / Judith Hellerstein / Melissa McInerney “Changes in Workplace Segregation in the United States between 1990 and 2000: Evidence from Matched Employer-Employee Data” Discussant: Hyowook Chiang
15:35 – 16:10	3A2: JESPER B. SØRENSEN (MIT Sloan School of Management) / Ramana Nanda “Peer Effects and Entrepreneurship” Discussant: Julia Lane	3B2: UWE BLIEN (Institute for Employment Research) / Kai Kirchhof / Oliver Ludewig “Agglomeration effects on labour demand” Discussant: Ana Rute Cardoso	3C2: SUSAN HELPER (Case Western Reserve University) / Morris M. Kleiner “International Differences in Lean Production, Employee Attitudes, and Productivity” Discussant: Fredrik Andersson
16:10 – 16:45	3A3: GUIDO FRIEBEL (EHESS, Toulouse and CEPR Idei, University of Toulouse) / Elena Panova “Insider Privatization and Careers - A Clinical Study of a Russian Firm in Transition” Discussant: Marc Muendler	3B3: TILL VON WACHTER (Columbia University) / Stefan Bender “Entry Cohort-Effects at the Firm Level: Testing for Permanent vs. Temporary Effects using Evidence from Job Losers” Discussant: Ana Rute Cardoso	3C3: IBEN BOLVIG (Aarhus School of Business) “Starting wages and the return to seniority: firm strategies towards unskilled labour market entrants” Discussant: Fredrik Andersson
16:50 – 17:35 (room 168)	Invited Speech: Richard B. Freeman (Harvard University) “When Country Labor Markets Differ: practices and outcomes in the same firm”		
18:30	Conference dinner at restaurant ‘Bauhof’ (There will be shuttle buses to ‘Bauhof’ at 17:50)		

Supported by: Research Network of the German Research Foundation (DFG) ‘Flexibility in Heterogeneous Labour Markets’

Sponsored by:



30.09.2006

Time:	Topic:		
9:30 – 10:15 (room 168)	Invited Speech: Mari Sako (Oxford University) “Do Industries Matter”		
	SESSION 4A: Within Firm Job Dynamics (room 164) Chair: Fredrik Andersson	SESSION 4B: Work and Skill (room 168) Chair: Kathryn Shaw	SESSION 4C: Turnover and Layoffs (room 158) Chair: Kjell Salvanes
10:20 – 10:55	4A1: PABLO ACOSTA (University of Illinois at Urbana-Champaign) “Promotions Dynamics and Intrafirm Job Mobility: Incumbents vs. new Hires” Discussant: Imran Rasul	4B1: DUBRAVKO RADIC (Bergische Universität Wuppertal) / Reinhard Hujer “Age and Skill Biased Technological Change: A Multiple Treatment Approach Using a Linked Employer Employee Dataset” Discussant: David Blau	4C1: LARS VILHUBER (Cornell University) / Kevin L. McKinney “Using linked employer-employee data to investigate the speed of adjustment in downsizing firms” Discussant: Kjell Salvanes
10:55 – 11:30	4A2: FREDERIC WARZYNSKI (Universidad Carlos III de Madrid) / Valerie Smeets “Testing Models of Hierarchy: Span of Control, Compensation and Career Dynamics” Discussant: Sascha Becker	4B2: SIMON D. WOODCOCK (Simon Fraser University) Match Effects Discussant: Julia Lane	4C2: SUSANNE STEFFES (Centre for European Economic Research, ZEW) / Bernhard Boockmann “Individual and Plant-level Determinants of Job Durations in Germany” Discussant: Lars Vilhuber
11:30 – 12:05	4A3: VALÉRIE SMEETS (Universidad Carlos III de Madrid) / Kathryn Ierulli / Michael Gibbs “Mergers of equals & unequals” Discussant: Imran Rasul	4B3: STEVE BURKS (University of Minnesota) / Jeffrey Carpenter / Lorenz Götte / Kristen Monaco / Aldo Rustichini / Kay Saager “The Truckers and Turnover Project: Context, Design, and a Selection of Pilot Results” Discussant: John Earle	4C3: NIELS WESTERGAARD-NIELSEN (Aarhus School of Business) Anders Frederiksen / Rikke Ibsen / Michael Rosholm “Labour Market Signalling and Unemployment Duration: An Empirical Analysis Using Employer-Employee Data” Discussant: Kjell Salvanes
12:05 – 13:00	Lunch		

Supported by: Research Network of the German Research Foundation (DFG) ‘Flexibility in Heterogeneous Labour Markets’

Sponsored by:



Time:	Topic:		
	SESSION 5A: Bargaining and Wages (room 158)	SESSION 5B: Outsourcing, Globalization, and Foreign Investment (room 168)	SESSION 5C: Firms and Wage Determination (room 164)
	Chair: Thomas Zwick	Chair: Susan Helper	Chair: Marie-Claire Villeval and Simon D. Woodcock
13:00 – 13:35	5A1: NICOLA ORLANDO (Università Cattolica) / Carlo Dell’Aringa / Claudio Lucifora / Elena Cottini “Bargaining Structure and Within Establishment Wage Inequality in four European Countries: Evidence from Matched Employer-Employee Data” Discussant: Thomas Zwick	5B1: KATHRYN SHAW (Stanford University and NBER) / Fredrik Andersson / Matthew Freedman / John Haltiwanger / Julia Lane “Reaching for the Stars: Who Pays for Talent in Innovative Industries?” Discussant: Till von Wachter	5C1: LEX BORGHANS (Maastricht University) / Ben Kriechel “Incentive pay and the wage structure of firms: Evidence from a panel of Dutch firms” Discussant: Marie-Claire Villeval
13:35 – 14:10	5A2: NICOLE GUERTZGEN (Centre for European Economic Research, Mannheim) “Rent-Sharing and Collective Bargaining Coverage – Evidence from Linked Employer-Employee Data” Discussant: Julia Lane	5B2: VICENTE CUÑAT (Universitat Pompeu Fabra) / Maria Guadalupe “Globalization and the Provision of Incentives Inside the Firm” Discussant: Susan Helper	5C2: MIGUEL PORTELA (Tinbergen Institute and Minho University, Portugal) / Ana Rute Cardoso “Micro foundations for wage flexibility: wage insurance at the firm level” Discussant: Marie-Claire Villeval
14:10 – 14:45	5A3: KATHERINE H. LAM (Office for National Statistics, UK) / Catrin Ormerod / Felix Ritchie / Prabhat Vaze “Do company wage policies persist in the face of minimum wages?” Discussant: David Blau	5B3: JOHN EARLE (Upjohn Institute) / Álmos Telegdy “Ownership and Wages: New Evidence from Linked Employer-Employee Data in Hungary, 1986-2003” Discussant: Susan Helper	5C3: JOHANNES VAN BIESEBROECK (University of Toronto) “Wages Equal Productivity. Fact or Fiction?” Discussant: D. Woodcock
14:45 – 15:00	<i>Coffee</i>		
15:00 – 15:45 (room 168)	Closing Keynote Speech: EDWARD LAZEAR (Stanford University) “Leadership”		

01.10.2006

11:00

Sight seeing tour ‘[Life in Medieval Nuremberg](#)’ (Duration about 2 hrs, meeting place: Youth Hostel Nuremberg, Address: Burg 2)

Supported by: Research Network of the German Research Foundation (DFG) ‘Flexibility in Heterogeneous Labour Markets’

Sponsored by:

