

IAB-Colloquium

zur Arbeitsmarkt- und Berufsforschung

Einladung
16/2017

Wages and Reference Points

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We document the importance of reference points for wage perceptions. Whether individuals earn slightly below or above salient wage thresholds has discontinuous implications for employee satisfaction. The relative position to wage thresholds also affects job loyalty and employee effort. We provide suggestive evidence that wage formation depends on the relative bargaining power of employees and find much weaker threshold effects for women. Our research has implications for human-resource management that aims at incentivizing effort when facing a workforce with heterogenous social preferences.

Datum:

Donnerstag,
3. August 2017

Uhrzeit:

13:00 Uhr

Ort:

Regensburger Str. 100
Sitzungssaal E10
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