

November 2022

## **CURRICULUM VITAE**

### **UWE JIRJAHN**

University of Trier  
Chair of Labor Economics  
Universitätsring 15  
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Germany

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#### **Fields of Interest**

Industrial Relations, Labor Economics, Personnel Economics, Behavioral Economics, Family Economics, Population Economics, Applied Economics

#### **Professional Experience**

Professor of Economics, University of Trier, 2009–present

Temporary Professor of Economics, University of Essen, 2003–2004

Research Scientist, Leibniz University of Hannover, 1994–2009

Economist, Employers' Association of Energy Companies, 1993–1994

#### **Education**

Habilitation in Economics, Leibniz University of Hannover, 2001

Dissertation in Economics, Leibniz University of Hannover, 1997

Diploma in Economics and Business Administration, Leibniz University of Hannover, 1992

Intermediate Exam in Sociology, Social Psychology, Political Science and Philosophy, University of Hagen, 1992

#### **Honors**

Ranked among the top 250 economists in Austria, Germany and Switzerland by total publication record, Handelsblatt Ranking, 2015

Ranked among the top 100 economists in Austria, Germany and Switzerland by recent publication record, Handelsblatt Ranking, 2011

Ranked among the top 100 economists in Austria, Germany and Switzerland by recent publication record, Handelsblatt Ranking, 2010

Ranked among the top 100 economists in Austria, Germany and Switzerland by recent publication record, Handelsblatt Ranking, 2008

Scientific Award, Leibniz University of Hannover, 1998

Wilhelm Launhardt Award, Faculty of Economics and Business Administration, Leibniz University of Hannover, 1993

### **Research Fellow**

GLO Fellow, 2018–present

IZA Research Fellow, 2016–present

### **Visiting Scholar**

Bournemouth University, 2019

University of Wisconsin-Milwaukee, 2006

University of Wisconsin-Milwaukee, 2002

University of Bergen, 2002

### **Editor**

Guest Editor, Betriebliche Mitbestimmung, *Industrielle Beziehungen – German Journal of Industrial Relations (Special Issue)*, Vol. 28, pp. 365-368 (with Hermann Kotthoff), 2022

Co-Editor, *Annals of Public and Cooperative Economics*, 2020–present

Section Editor, Worker Representation, Labor-Management Relations and Labor Standards, *Springer Nature Handbook of Labor, Human Resources and Population Economics*, Forthcoming, 2020–present

Associate Editor, *Sozialwissenschaftliche Forschungsmethoden* (Book Series), 2009–present

### **Editorial Advisory Board**

Editorial Advisory Board, *Indian Journal of Labour Economics*, 2021–present

Editorial Advisory Board, *Journal of Participation and Employee Ownership*, 2018–present

Editorial Advisory Board, *Industrielle Beziehungen – German Journal of Industrial Relations*, 2011–present

### **Cluster Lead**

Labor-Management Relations and Quality of Work, GLO, 2022–present

### **Grants and Expert Consultation**

"Compliance with Minimum Wages," Eurofound Project, External Expert, 2021–present

"Employer Representation in Collective Bargaining: Extent, Form, Structure and Impact," European Commission Project, External Expert, 2020–2022

"Profit Sharing and Employee Share Ownership," funded by the Hans Böckler Foundation, 2008–2011

"Labor Shortage in Northern Germany," funded by PricewaterhouseCoopers, 2008

"Works Councils and Employment Growth," funded by the Hans Böckler Foundation, 2006–2008

"Evaluation of Wage Subsidies in Hamburg," funded by the Institute for Employment Research (IAB) (with Christian Pfeifer and Georgi Tsertsvadze), 2006

"Financing of Studies and Tuition Fees," funded by the Ministry of Science and Culture of Lower Saxony (with Olaf Hübler and Knut Gerlach), 2002–2006

### **Grant Reviewer**

Fritz Thyssen Foundation, German Academic Scholarship Foundation, German Research Foundation (DFG), Hans Böckler Foundation, Leibniz Association.

### **Journal Reviewer**

*Applied Economics, Applied Economics Letters, B.E. Journal of Economic Analysis and Policy, British Journal of Industrial Relations, Bulletin of Economic Research, Cambridge Journal of Economics, Der Moderne Staat, Die Betriebswirtschaft, Economic and Industrial Democracy, Economic Inquiry, Economic Systems, Economics Bulletin, Economics Letters, Empirical Economics, European Journal of Law and Economics, German Economic Review, Global Economics and Management Review, Health Economics, ifo Studien, Industrial and Labor Relations Review, Industrial Relations, Industrielle Beziehungen, International Journal of Conflict Management, International Journal of Human Resource Management, International Journal of Manpower, International Migration Review, Jahrbücher für Nationalökonomie und Statistik, Journal for Labour Market Research, Journal of Business Economics, Journal of Business Ethics, Journal of Business Research, Journal of Comparative Economics, Journal of Economic Behavior and Organization, Journal of Economic Studies, Journal of Ethnic and*

*Migration Studies, Journal of Institutional and Theoretical Economics, Journal of Labor Research, Journal of Management and Governance, Journal of Participation and Employee Ownership, Journal of Personnel Psychology, Labour, Labour Economics, List Forum für Wirtschafts- und Finanzpolitik, Management Revue, Managerial and Decision Economics, Manchester School, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Personnel Review, Research in Social Stratification and Mobility, Revue Relations industrielles/Industrial Relations, Schmalenbachs Zeitschrift für betriebswirtschaftliche Forschung, Schmollers Jahrbuch, Scottish Journal of Political Economy, Socio-Economic Review, Sozialer Fortschritt, WSI Mitteilungen, Zeitschrift für Personalforschung.*

### **Dissertations Supervised**

Annika Campaner, Empirical Essays on the Future of Work: Working from Home and Employer Provided Training, 2022

Martha Ottenbacher, Econometric Essays on Population Economics: Retirement, Fertility, Sexuality, 2021

Cornelia Chadi, Empirical Essays on Work, Well-being and Family Formation, 2020

Verena Dill, Unity in Diversity? The Spatial Distribution and Integration of Immigrants in West Germany, 2014

### **Current Doctoral Students**

Mehrzad B. Baktash, Performance Pay, 2020–present

Thi Xuan Thu Le, Worker Participation, 2020–present

Fenet Jima Bedaso, Migration, 2019–present

### **Master Classes Taught**

International Labor Markets, Industrial Relations, Incentives in Organizations, Empirical Labor Economics, Industrial Organization, Microeconomics, Econometrics.

### **Bachelor Classes Taught**

Labor Economics, Personnel Economics, Economic Policy, Microeconomics.

## **Working Papers**

Variable Payment Schemes and Productivity: Do Individual-Based Schemes Really Have a Stronger Influence Than Collective Ones? (with Jens Mohrenweiser)

Works Councils and Workers' Party Preferences in Germany (with Thi Xuan Thu Le)

Are Managers More Machiavellian Than Other Employees? (with Mehrzad B. Baktash)

Management Practices and Productivity: Does Employee Representation Play a Moderating Role? (with Marie-Christine Laible and Jens Mohrenweiser)

Political Spillovers of Workplace Democracy in Germany (with Thi Xuan Thu Le)

Immigrants and Trade Union Membership: Does Integration into Society and Workplace Play a Moderating Role? (with Fenet Jima Bedaso and Laszlo Goerke)

Works Councils and Employee Board Representation: Cross-National Comparative Practices and Determinants (with Stephen C. Smith)

Does Society Influence the Gender Gap in Risk Attitudes? Evidence from East and West Germany (with Cornelia Chadi)

## **Articles in Refereed Journals**

Membership in Employers' Associations and Collective Bargaining Coverage in Germany, *Economic and Industrial Democracy*, Forthcoming.

Big Five Personality Traits and Sex, *Journal of Population Economics*, Forthcoming (with Martha Ottenbacher).

On the Determinants of Bargaining-free Membership in German Employers' Associations, *Industrial Relations Journal*, Vol. 53, 2022, pp. 545-558.

Performance Pay and Alcohol Use in Germany, *Industrial Relations*, Vol. 61, 2022, pp. 353-383 (with Mehrzad B. Baktash and John S. Heywood).

Works Councils and Workplace Health Promotion in Germany, *Economic and Industrial Democracy*, Vol. 43, 2022, pp. 1059-1094 (with Jens Mohrenweiser and Stephen C. Smith).

Worker Stress and Performance Pay: German Survey Evidence, *Journal of Economic Behavior and Organization*, Vol. 201, 2022, pp. 276-291 (with Mehrzad B. Baktash and John S. Heywood).

A Note on Risk Attitude and Nonmarital Birth, *Empirical Economics Letters*, Vol. 21(3), 2022, pp. 7-13 (with Cornelia Chadi).

Flexible Work Organization and Employer Provided Training: Evidence from German Linked Employer-Employee Data, *Kyklos*, Vol. 75, 2022, pp. 3-29 (with Annika Campaner and John S. Heywood).

Foreign Owners and Centralized Collective Bargaining: Direct and Indirect Influences, *Journal of Industrial Relations*, Vol. 64, 2022, pp. 101-123.

Foreign Ownership and Intra-Firm Union Density in Germany, *Economic and Industrial Democracy*, Vol. 42, 2021, pp. 1052-1079.

Works Councils and Organizational Gender Policies in Germany, *British Journal of Industrial Relations*, Vol. 59, 2021, pp. 1020-1048 (with Jens Mohrenweiser).

Out-of-Partnership Births in East and West Germany, *Review of Economics of the Household*, Vol. 18, 2020, pp. 853-881 (with Cornelia Chadi).

Product Market Competition and Employer Provided Training in Germany, *Industrial and Corporate Change*, Vol. 29, 2020, pp. 533-556 (with John S. Heywood and Annika Pfister).

Performance Pay and Applicant Screening, *British Journal of Industrial Relations*, Vol. 57, 2019, pp. 540-575 (with Jens Mohrenweiser).

Single Motherhood in East and West Germany: What Can Explain the Differences? *European Journal of Comparative Economics*, Vol. 15, 2018, pp. 197-229 (with Cornelia Struewing).

Works Councils and Employer Attitudes toward the Incentive Effects of HRM Practices, *Journal of Participation and Employee Ownership*, Vol. 1, 2018, pp. 98-127.

Nonunion Employee Representation: Theory and the German Experience with Mandated Works Councils, *Annals of Public and Cooperative Economics*, Vol. 89, 2018, pp. 201-234 (with Stephen C. Smith).

The Adoption and Termination of Profit Sharing for Employees: Does Management's Attitude Play a Role? *Applied Economics*, Vol. 50, 2018, pp. 108-127.

Locus of Control and Performance Appraisal, *Journal of Economic Behavior and Organization*, Vol. 142, 2017, pp. 205-225 (with John S. Heywood and Cornelia Struewing).

Works Councils and Collective Bargaining in Germany: A Simple Theoretical Extension to Reconcile Conflicting Empirical Findings, *Journal of Institutional and Theoretical Economics*, Vol. 173, 2017, pp. 322-346.

Foreign Owners and the Quality of Industrial Relations in Germany, *Economic and Industrial Democracy*, Vol. 38, 2017, pp. 5-25 (with Verena Dill).

The Hiring and Employment of Older Workers in Germany: A Comparative Perspective, *Journal for Labour Market Research*, Vol. 49, 2016, pp. 349-366 (with John S. Heywood).

Owner-Managers and the Failure of Newly Adopted Works Councils, *British Journal of Industrial Relations*, Vol. 54, 2016, pp. 815-845 (with Jens Mohrenweiser).

Foreign Owners and Perceived Job Insecurity in Germany: Evidence from Matched Employer-Employee Data, *International Journal of Manpower*, Vol. 37, 2016, pp. 1286-1303 (with Verena Dill).

Performance Pay and Productivity: A Note on the Moderating Role of a High-Wage Policy, *Managerial and Decision Economics*, Vol. 37, 2016, pp. 507-511.

Which Employers Regard the Threat of Dismissal as a Suitable Incentive to Motivate Workers? *Applied Economics Letters*, Vol. 23, 2016, pp. 614-617.

Do Foreign Owners Favour Short-Term Profit? Evidence from Germany, *Cambridge Journal of Economics*, Vol. 40, 2016, pp. 123-140 (with Verena Dill and Stephen C. Smith).

Residential Segregation and Immigrants' Satisfaction with the Neighborhood in Germany, *Social Science Quarterly*, Vol. 96, 2015, pp. 354-368 (with Verena Dill and Georgi Tsertsvadze).

Reciprocity and Workers' Tastes for Representation, *Journal of Labor Research*, Vol. 36, 2015, pp. 188-209 (with Vanessa Lange).

Ethnic Residential Segregation and Immigrants' Perceptions of Discrimination in West Germany, *Urban Studies*, Vol. 51, 2014, pp. 3330-3347 (with Verena Dill).

Nonunion Worker Representation, Foreign Owners and Firm Performance, *Oxford Economic Papers*, Vol. 66, 2014, pp. 140-163 (with Steffen Müller).

Variable Pay, Industrial Relations and Foreign Ownership: Evidence from Germany, *British Journal of Industrial Relations*, Vol. 52, 2014, pp. 521-552 (with John S. Heywood).

Reciprocity and Profit Sharing: Is There an Inverse U-Shaped Relationship? *Journal of Labor Research*, Vol. 35, 2014, pp. 205-225 (with Thomas Cornelißen and John S. Heywood).

Der Beitrag der Arbeitsmarktökonomik zur Erforschung von Gewerkschaften und Tarifvertragsbeziehungen in Deutschland, *Industrielle Beziehungen – German Journal of Industrial Relations*, Vol. 20, 2013, pp. 367-392.

The Use of Performance Appraisal Systems: Evidence from Dutch Establishment Data, *Industrial Relations*, Vol. 52, 2013, pp. 801-828 (with Erik Poutsma).

Spillover Use and Innovation Success: What Role Does R&D Play? *Empirical Economics Letters*, Vol. 12, 2013, pp. 487-492.

Religion and Earnings: Is It Good to Be an Atheist with Religious Parental Background? *Economics Letters*, Vol. 117, 2012, pp. 905-908 (with Thomas Cornelißen).

September 11<sup>th</sup> and the Earnings of Muslims in Germany – The Moderating Role of Education and Firm Size, *Journal of Economic Behavior and Organization*, Vol. 81, 2012, pp. 490-504 (with Thomas Cornelißen).

Nonunion Worker Representation and the Closure of Establishments: German Evidence on the Role of Moderating Factors, *Economic and Industrial Democracy*, Vol. 33, 2012, pp. 4-26.

Gender, Worker Representation and the Profitability of Firms in Germany, *European Journal of Comparative Economics*, Vol. 8, 2011, pp. 281-298.

Part-Time Work and the Hiring of Older Workers, *Applied Economics*, Vol. 43, 2011, pp. 4239-4255 (with John S. Heywood and Georgi Tsertsvadze).

Do Spillovers Stimulate Incremental or Drastic Product Innovations? Evidence from German Establishment Data, *Oxford Bulletin of Economics and Statistics*, Vol. 73, 2011, pp. 509-538 (with Kornelius Kraft).

Works Councils and Learning: On the Dynamic Dimension of Codetermination, *Kyklos*, Vol. 64, 2011, pp. 427-447 (with Jens Mohrenweiser and Uschi Backes-Gellner).

Performance Pay, Risk Attitudes and Job Satisfaction, *Labour Economics*, Vol. 18, 2011, pp. 229-239 (with Thomas Cornelißen and John S. Heywood).

Ökonomische Wirkungen der Mitbestimmung in Deutschland: Ein Update, *Schmollers Jahrbuch*, 131. Jg., 2011, S. 3-57.

Teamwork and Intra-Firm Wage Dispersion among Blue-Collar Workers, *Scottish Journal of Political Economy*, Vol. 57, 2010, pp. 404-429 (with Kornelius Kraft).

Works Councils and Employment Growth in German Establishments, *Cambridge Journal of Economics*, Vol. 34, 2010, pp. 475-500.

Hiring Older Workers and Employing Older Workers: German Evidence, *Journal of Population Economics*, Vol. 23, 2010, pp. 595-615 (with John S. Heywood and Georgi Tsertsvadze).

Profit Sharing and Firm Size: The Role of Team Production, *Journal of Economic Behavior and Organization*, Vol. 71, 2009, pp. 246-258 (with John S. Heywood).

The Introduction of Works Councils in German Establishments – Rent Seeking or Rent Protection? *British Journal of Industrial Relations*, Vol. 47, 2009, pp. 521-545.

Family Friendly Practices and Worker Representation: German Evidence, *Industrial Relations*, Vol. 48, 2009, pp. 121-145 (with John S. Heywood).

Class Size, Student Performance and Tiebout Bias, *Applied Economics Letters*, Vol. 16, 2009, pp. 1049-1052 (with Christian Pfeifer and Georgi Tsertsvadze).

Mikroökonomische Beschäftigungseffekte des Hamburger Modells zur Beschäftigungsförderung – Evaluation eines Kombilohns, *Schmollers Jahrbuch*, 129. Jg., 2009, S. 37-82 (mit Christian Pfeifer und Georgi Tsertsvadze).

Teamwork, Monitoring and Absence, *Journal of Economic Behavior and Organization*, Vol. 68, 2008, pp. 676-690 (with John S. Heywood and Xiangdong Wei).

On the Determinants of Shift Work and Overtime Work: Evidence from German Establishment Data, *British Journal of Industrial Relations*, Vol. 46, 2008, pp. 133-168.

Parental Background and Earnings: German Evidence on Direct and Indirect Relationships, *Jahrbücher für Nationalökonomie und Statistik*, Vol. 228, 2008, S. 554-572 (mit Thomas Cornelißen und Georgi Tsertsvadze).

Works Councils and Employment Growth: A Reply to Addison and Teixeira, *Industrielle Beziehungen – German Journal of Industrial Relations*, Vol. 15, 2008, pp. 436-449.

Betriebsräte und Beschäftigungswachstum: Spielt die Spezifikation der Betriebsgröße eine Rolle für den geschätzten Zusammenhang? *Industrielle Beziehungen – German Journal of Industrial Relations*, Vol. 15, 2008, pp. 279-291.

R&D and the Use of Spillovers, *Economics Letters*, Vol. 96, 2007, pp. 84-88.

Intra-Firm Wage Dispersion and Firm Performance – Is There a Uniform Relationship? *Kyklos*, Vol. 60, 2007, pp. 231-253 (with Kornelius Kraft).

Wer ist bereit Studiengebühren zu bezahlen? *Schmollers Jahrbuch*, 127. Jg., 2007, S. 343-372.

Welche Faktoren beeinflussen den Erfolg im wirtschaftswissenschaftlichen Studium? *Schmalenbachs Zeitschrift für betriebswirtschaftliche Forschung*, 59. Jg., 2007, S. 286-314.

Works Councils and Environmental Investment: Theory and Evidence from German Panel Data, *Journal of Economic Behavior and Organization*, Vol. 60, 2006, pp. 346-372 (with Jan Erik Askildsen and Stephen C. Smith).

What Factors Lead to Management to Support or Oppose Employee Participation – with and without Works Councils? Hypotheses and Evidence from Germany, *Industrial Relations*, Vol. 45, 2006, pp. 650-680 (with Stephen C. Smith).

A Note on Efficiency Wage Theory and Principal-Agent Theory, *Bulletin of Economic Research*, Vol. 58, 2006, pp. 235-252.

Betriebsräte und Arbeitszufriedenheit, *Jahrbücher für Nationalökonomie und Statistik*, 226. Jg., 2006, S. 537-561 (mit Georgi Tsertsvadze).

Ökonomische Wirkungen der Mitbestimmung in Deutschland: Überblick über den Stand der Forschung und Perspektiven für zukünftige Studien, *Sozialer Fortschritt*, 55. Jg., 2006, S. 215-226.

Getting along with Colleagues – Does Profit Sharing Help or Hurt? *Kyklos*, Vol. 58, 2005, pp. 557-573 (with John S. Heywood and Georgi Tsertsvadze).

Does Profit Sharing Reduce Conflict with the Boss? Evidence from Germany, *International Economic Journal*, Vol. 19, 2005, pp. 235-250 (with John S. Heywood and Georgi Tsertsvadze).

Ökonomische Wirkungen des novellierten Betriebsverfassungsgesetzes – Was können wir vor dem Hintergrund zunehmender Globalisierung und veränderter arbeitsorganisatorischer Bedingungen erwarten? *Zeitschrift für Arbeitsmarktforschung*, 38. Jg., 2005, S. 241-267.

Teams, Teamwork and Absence, *Scandinavian Journal of Economics*, Vol. 106, 2004, pp. 765-782 (with John S. Heywood).

Gender, Piece Rates and Wages: Evidence from Matched Employer-Employee Data, *Cambridge Journal of Economics*, Vol. 28, 2004, pp. 683-704 (with Gesine Stephan).

Bevölkerungsanteil und Sprachkenntnisse von Migranten, *Jahrbuch für Wirtschaftswissenschaften*, 55. Jg., 2004, S. 142-162 (mit Georgi Tsertsvadze).

Principal-Agent-Probleme, X-Ineffizienz und allokativer Ineffizienz: Monopol vs. Kartell, *Zeitschrift für Betriebswirtschaft*, 74. Jg., Ergänzungsheft 4, 2004, S. 79-106.

Works Councils and Collective Bargaining in Germany: The Impact on Productivity and Wages, *Scottish Journal of Political Economy*, Vol. 50, 2003, pp. 1-21 (with Olaf Hübler).

Executive Incentives, Works Councils and Firm Performance, *Schmollers Jahrbuch*, 123. Jg., 2003, S. 397-421.

Produktivitätswirkungen betrieblicher Mitbestimmung – Welchen Einfluss haben Betriebsgröße und Tarifbindung? *Zeitschrift für Betriebswirtschaft*, 73. Jg., Ergänzungsheft 4, 2003, S. 63-85.

Betriebsräte, Tarifverträge und betriebliches Lohnniveau, *Mitteilungen aus der Arbeitsmarkt- und Berufsforschung*, 36. Jg., 2003, S. 649-660.

Payment Schemes and Gender in Germany, *Industrial and Labor Relations Review*, Vol. 56, 2002, pp. 44-64 (with John S. Heywood).

Employer Provided Further Training: Evidence from German Establishment Data, *Schmollers Jahrbuch*, 121. Jg., 2001, S. 1-26 (with Knut Gerlach).

Incentives for Multitasking: Fixed Wages or Profit Sharing? *Economic Analysis*, Vol. 3, 2000, pp. 137-148.

Variable Payment Schemes and Industrial Relations: Evidence from Germany, *Kyklos*, Vol. 51, 1998, pp. 237-257 (with John S. Heywood and Olaf Hübler).

Technischer Fortschritt, Arbeitsorganisation und Qualifikation: Eine empirische Analyse für das Verarbeitende Gewerbe Niedersachsens, *Mitteilungen aus der Arbeitsmarkt- und Berufsforschung*, 31. Jg., 1998, S. 426-437 (mit Knut Gerlach).

### **Books**

*X-Ineffizienz, Managementanreize und Produktmarktwettbewerb*, Bern et al.: Peter Lang Verlag (Allokation im marktwirtschaftlichen System Bd. 49), 2004.

*Effizienzwirkungen von Erfolgsbeteiligung und Partizipation: Eine mikroökonomische Analyse*, Frankfurt/Main: Campus Verlag (Studien zur Arbeitsmarktforschung Bd. 11), 1998.

### **Book Chapters**

Works Councils, in T. Eriksson (ed.), *Encyclopedia of Labour Studies*, Edward Elgar Publishing, Forthcoming.

Globalisierung und betriebliche Mitbestimmung, in: S. Fietze, D. Holtmann und F. Schramm (Hrsg.), *Zwischen Provinzen und Metropolen – Stationen einer sozioökonomischen Reise*, Rainer Hampp Verlag, 2018, S. 93-101.

The Contribution of Labour Economics to the Analysis of Unions and Collective Bargaining in Germany, in: I. Artus et al. (eds.), *Developments in German Industrial Relations*, Cambridge Scholars Publishing, 2016: pp. 187-220.

Industrielle Beziehungen und Innovationserfolg, in: K. Gerlach, O. Hübler und S. Thomsen (Hrsg.), *Arbeitsmarkt und Arbeitsmarktpolitik in Niedersachsen*, Niedersächsisches Institut für Wirtschaftsforschung: NIW Vortragsreihe Band 18, 2012, S. 43-53.

Mitbestimmung aus ökonomischer Perspektive, in: D. Hexel (Hrsg.), *Never Change a Winning System – Erfolg durch Mitbestimmung*, Schüren Verlag, 2009, S. 73-83.

Gender and Wages in Germany: The Impact of Product Market Competition and Collective Bargaining, in: J. S. Heywood and J. Peoples (eds.), *Product Market Structure and Labor Market Discrimination*, Albany, NY: State University of New York Press, 2006, pp. 59-80 (with Gesine Stephan).

Performance Pay: Determinants and Consequences, in: D. Lewin (ed.), *Contemporary Issues in Industrial Relations* (LERA Research Volume), Labor and Employment Relations Association: Champaign IL, 2006, pp. 149-188 (with John S. Heywood).

Determinanten der ethnischen Segregation, in: L. Bellmann, O. Hübler, W. Meyer und G. Stephan (Hrsg.), *Institutionen, Löhne und Beschäftigung*, Nürnberg: BeitrAB, 2005, S. 189-206 (mit Georgi Tsertsvadze).

Globalisierung der Wirtschaft und internationale Kooperationen, in: D. Morschett, B. Swoboda und J. Zentes (Hrsg.), *Kooperationen, Allianzen und Netzwerke – Grundlagen, Ansätze, Perspektiven*, 2. überarbeitete und erweiterte Auflage, Wiesbaden: Gabler Verlag, 2005, S. 301-321 (mit Kornelius Kraft und Jörg Stank).

Determinanten der Studien- und Lebenszufriedenheit - Eine empirische Untersuchung für wirtschaftswissenschaftliche Studiengänge an den Universitäten Hannover, Paderborn und Regensburg, in: L. Bellmann und D. Sadowski (Hrsg.), *Bildungsökonomische Analysen mit Mikrodaten*, Nürnberg: BeitrAB, 2005, S. 85-102 (mit Afi Kuzeawu).

Welche Betriebe nutzen Schichtarbeit? In: L. Bellmann und C. Schnabel (Hrsg.), *Betriebliche Arbeitszeitpolitik im Wandel*, Nürnberg: BeitrAB, 2004, S. 67-85.

Produktmarktwettbewerb und Prozessinnovationen: eigentümergeleitete vs. managergeleitete Betriebe, in: L. Bellmann und R. Hujer (Hrsg.), *Betriebliche Innovationen im Spiegel von Betriebsbefragungen*, Nürnberg: BeitrAB, 2003, S. 83-108.

The German Experience with Performance Pay, in: M. Brown and J.S. Heywood (eds.), *Paying for Performance: An International Comparison*, New York: M.E. Sharpe, 2002, pp. 148-178.

Arbeitsproduktivität, Reorganisationsmaßnahmen und Betriebsräte, in: L. Bellmann und A. Kölling (Hrsg.), *Betrieblicher Wandel und Fachkräftebedarf*, Nürnberg: BeitrAB, 2002, S. 1-45 (mit Olaf Hübler).

Betriebliche Sonderzahlungen - Theoretische Überlegungen und empirische Analyse, in: B. Frick, R. Neubäumer und W. Sesselmeier (Hrsg.), *Die Anreizwirkungen betrieblicher Zusatzleistungen*, München und Mering: Rainer Hampp Verlag, 1999, S. 33-67 (mit Gesine Stephan).

Längerfristige Beschäftigung, personalpolitische Konzepte und Beschäftigungsentwicklung, in: P. de Gijss et al. (Hrsg.), *Ökonomie und Gesellschaft. Jahrbuch 15: Unternehmungsverhalten und Arbeitslosigkeit*, Frankfurt/Main, New York: Campus, 1999, S. 180-215 (mit Knut Gerlach).

Lohnhöhe, industrielle Beziehungen und Produktmärkte, in: L. Bellmann, S. Kohaut u. M. Lahner (Hrsg.), *Zur Entwicklung von Lohn und Beschäftigung*

*auf der Basis von Betriebs- und Unternehmensdaten*, Nürnberg: BeitrAB, 1999, S. 27-54 (mit Thomas Klodt).

Determinanten betrieblicher Weiterbildungsaktivitäten: Eine empirische Untersuchung mit Daten des Hannoveraner Firmenpanels, in: F. Pfeiffer und W. Pohlmeier (Hrsg.), *Qualifikation, Weiterbildung und Arbeitsmarkterfolg*, ZEW Wirtschaftsanalysen, Baden-Baden: Nomos Verlag, 1998, S. 311-337 (mit Knut Gerlach).

Betriebliche Determinanten der Lohnhöhe, in: K. Gerlach, O. Hübler und W. Meyer (Hg.), *Ökonomische Analysen betrieblicher Strukturen und Entwicklungen: Das Hannoveraner Firmenpanel*, Frankfurt/Main, New York: Campus Verlag, 1998, S. 91-115 (mit Thomas Klodt).

Zeit-, Leistungs- und Gruppenentlohnung - Empirische Untersuchungen mit Betriebsdaten zur Entlohnungsart, in: K. Gerlach, O. Hübler und W. Meyer (Hg.), *Ökonomische Analysen betrieblicher Strukturen und Entwicklungen: Das Hannoveraner Firmenpanel*, Frankfurt/Main, New York: Campus Verlag, 1998, S. 148-172 (mit Olaf Hübler).

### **Other Publications**

Editorial: Betriebliche Mitbestimmung, *Industrielle Beziehungen – German Journal of Industrial Relations (Special Issue)*, Vol. 28, 2022, pp. 365-368 (with Hermann Kotthoff).

Betriebliche Sozialpolitik, in: C. Scholz (Hrsg.), *Vahlens Großes Personalexikon*, München: Verlag Vahlen, 2010.

Corporate Governance, in: C. Scholz (Hrsg.), *Vahlens Großes Personalexikon*, München: Verlag Vahlen, 2010.

Partizipation, in: C. Scholz (Hrsg.), *Vahlens Großes Personalexikon*, München: Verlag Vahlen, 2010.

Unternehmensmitbestimmung, in: C. Scholz (Hrsg.), *Vahlens Großes Personalexikon*, München: Verlag Vahlen, 2010.

Kombilohn in Hamburg – Befristete Lohnsubventionen mit Erfolg, *IAB Kurzbericht*, Nr. 20, 2006, Nürnberg (mit Susanne Koch, Christian Pfeifer und Georgi Tsertsvadze).

Beschäftigungsmodelle von morgen, in: Neue Hanse Interregio (Hrsg.), *Teilzeitarbeit: Chancen - Bedingungen - Barrieren*, Dokumentation zum deutsch-niederländischen Symposium, Oldenburg, 1998, S. 30-39.

### **Presentations, Panel Discussions and Keynote Speeches**

- 2022 International Association for the Economics of Participation; BJIR Workshop on “The Presence, Role & Economic Impact of Employers’ Associations in Europe”, EmpRep.
- 2021 Eurasia Business and Economics Society, Organized Session; Workshop on “The Role and Operation of Employers’ Associations in Europe today and tomorrow”, EmpRep.
- 2020 International Association for the Economics of Participation.
- 2019 Bournemouth University, Department Research Seminar; University of Wolverhampton, Department Research Seminar; Podiumsdiskussion “Digitalisierung und Arbeit 4.0”, WiSo Verein, Universität Trier.
- 2018 Conference on “What Does Co-determination Do? What Can We Learn from Research?”, WZB; International Association for the Economics of Participation; BJIR Workshop on “Worker Representation and Corporate Governance Reform,” London School of Economics; Workshop on “Building Human Capital for 21<sup>st</sup> Century Jobs”, World Bank and Bank of Italy.
- 2017 Workshop on “Corporate Governance Reform”, London School of Economics; Workshop on “Economics and Management of Workplace Democracy, Employee Participation, and Emerging Organizational Models”, University of Leeds.
- 2015 European Reward Management Conference; Workshop on “What Place for Unions Today?”, Université Paris Ouest; Workshop on “Retirement Policy and the Labour Market for Older Workers”, IAB.
- 2013 German Economic Association (VfS); Workshop on “Financial Participation in Europe”, Helmut-Schmidt-University; Podiumsdiskussion, Landestagung Niedersachsen des Deutschen Arbeitsgerichtsverbands.
- 2012 European Association of Labour Economists; International Association for the Economics of Participation; Podiumsdiskussion „Vom Ende der Arbeit wie wir sie kennen“, Volkswagenstiftung, Hannover.
- 2011 Keynote Speech, Workshop “Arbeitskräftepotenziale – Wer kann wie in Zukunft arbeiten?”, Deutsche Gesellschaft für Demographie, Bundesministerium für Arbeit und Soziales.
- 2010 Colloquium on Personnel Economics; International Association for the Economics of Participation.
- 2009 Labor and Employment Relations Association, Study Group “Pay Systems”, ASSA Meetings.

- 2008 European Association of Labour Economists; German Economic Association (VfS); Association for Comparative Economic Studies, ASSA Meetings.
- 2007 European Association of Labour Economists; Workshop on “Institutions and the Labour Market”, ZEW.
- 2006 Workshop on “Work Innovations”, Radboud University Nijmegen; University of Wisconsin-Milwaukee, Faculty Research Seminar.
- 2004 International Association for the Economics of Participation; Labor and Employment Relations Association, Study Group “Pay Systems”, ASSA Meetings; Workshop “Bildungsökonomische Analysen mit Mikrodaten”, IAB.
- 2003 European Association of Labour Economists; German Economic Association (VfS); German Economic Association of Business Administration; University of Dortmund, Faculty Research Seminar; WHU Vallendar, Faculty Research Seminar.
- 2002 Colloquium on Personnel Economics; European Association of Labour Economists; German Economic Association of Business Administration; University of Wisconsin-Milwaukee, Faculty Research Seminar.
- 2001 German Economic Association (VfS); European Association of Labour Economists; Workshop on “Wages, Working Hours and Employment”, ZEW.
- 2000 Workshop “Industrieökonomik und Inputmärkte”, DFG-Schwerpunktprogramm
- 1999 European Association of Labour Economists; International Atlantic Economic Association; Centre for European Economic Research (ZEW), Research Seminar.
- 1996 Labor and Employment Relations Association, Study Group “Pay Systems”, ASSA Meetings.
- 1995 Workshop “Modelle von Arbeitsmarkt- und Organisationsprozessen”, Deutsche Gesellschaft für Soziologie.