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CURRICULUM VITAE

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CURRENT POSITION

Professor of Economics, University of Trier

EDUCATION

Habilitation in Economics, Leibniz University of Hannover, 2001
PhD in Economics, Leibniz University of Hannover, 1997
Diploma in Economics, Leibniz University of Hannover, 1992

HONORS

Scientific Award, Leibniz University of Hannover, 1998
Wilhelm Launhardt Award, Faculty of Economics and Business
Administration, Leibniz University of Hannover, 1993

FIELDS OF INTEREST

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

Editorial Services

Guest Editor, Betriebliche Mitbestimmung, *Industrielle Beziehungen – German Journal of Industrial Relations*, Forthcoming (with Hermann Kotthoff)

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

Editorial Advisory Board, *Journal of Participation and Employee Ownership*

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

Associate Editor, *Sozialwissenschaftliche Forschungsmethoden* (Book Series)

RESEARCH FELLOW

GLO Fellow

IZA Research Fellow

WORKING PAPERS

Flexible Work Organization and Employer Provided Training: Evidence from German Linked Employer-Employee Data (with Annika Campaner and John S. Heywood).

Membership in Employers' Associations and Collective Bargaining Coverage in Germany

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

Big Five Personality Traits and Sex (with Martha Ottenbacher)

Foreign Owners and Centralized Collective Bargaining: Direct and Indirect Influences

Older Workers, Training and Innovation: A Comparative Study for Germany and Great Britain (with Wen Wang)

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

A Note on Risk Attitude and Nonmarital Birth (with Cornelia Chadi)

ARTICLES

Works Councils and Workplace Health Promotion in Germany, *Economic and Industrial Democracy*, Forthcoming (with Jens Mohrenweiser and Stephen C. Smith).

Works Councils and Organizational Gender Policies in Germany, *British Journal of Industrial Relations*, Forthcoming (with Jens Mohrenweiser).

Foreign Ownership and Intra-Firm Union Density in Germany, *Economic and Industrial Democracy*, Forthcoming.

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*, 20. Jg., 2013, S. 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).

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

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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).

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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.

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

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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).

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

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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).

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

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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

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).

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OTHER PUBLICATIONS

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

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

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

Unternehmensmitbestimmung, in: C. Scholz (Hrsg.), *Vahlens Großes Personallexikon*, 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.

GRANTS

"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), 2006 (with Christian Pfeifer and Georgi Tsertsvadze)

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

PRESENTATIONS

- Association for Comparative Economic Studies, ASSA Meetings (2008)
- Colloquium on Personnel Economics, Annual Conference (2002, 2010)
- Conference on "What Does Co-determination Do? What Can We Learn from Research?", WZB, Berlin (2018).
- European Association of Labour Economists (1999, 2001, 2002, 2003, 2007, 2008, 2012)
- European Reward Management Conference (2015)
- German Economic Association (2001, 2003, 2008, 2013)
- German Economic Association of Business Administration (2002, 2003)

- International Association for the Economics of Participation (2004, 2010, 2012, 2018, 2020)
- International Atlantic Economic Association (1999)
- Labor and Employment Relations Association, Study Group “Pay Systems”, ASSA Meetings (1996, 2004, 2009)
- Workshop on “Building Human Capital for 21st Century Jobs”, World Bank and Bank of Italy (2018)
- Workshop (BJIR) on “Worker Representation and Corporate Governance Reform,” London School of Economics (2018)
- Workshop on “Corporate Governance Reform”, London School of Economics (2017)
- Workshop on “Economics and Management of Workplace Democracy, Employee Participation, and Emerging Organizational Models”, University of Leeds (2017)
- Workshop on “Financial Participation in Europe”, Helmut-Schmidt-University, Hamburg (2013)
- Workshop on “Institutions and the Labour Market”, ZEW, Mannheim (2007)
- Workshop on “Retirement Policy and the Labour Market for Older Workers”, IAB, Nürnberg (2015)
- Workshop on “Wages, Working Hours and Employment”, ZEW, Mannheim (2001)
- Workshop on “What Place for Unions Today?”, Université Paris Ouest (2015)
- Workshop on “Work Innovations”, Radboud University Nijmegen (2006)
- Landestagung Niedersachsen des Deutschen Arbeitsgerichtsverbands (2013)
- Podiumsdiskussion “Digitalisierung und Arbeit 4.0”, WiSo Verein, Universität Trier (2019)
- Podiumsdiskussion „Vom Ende der Arbeit wie wir sie kennen“, Volkswagenstiftung, Hannover (2012)
- Workshop “Arbeitskräftepotenziale – Wer kann wie in Zukunft arbeiten?”, Keynote Speech, Deutsche Gesellschaft für Demographie, Bundesministerium für Arbeit und Soziales, Berlin (2011)
- Workshop “Bildungsökonomische Analysen mit Mikrodaten”, IAB, Nürnberg (2004)
- Workshop „Modelle von Arbeitsmarkt- und Organisationsprozessen“, Deutsche Gesellschaft für Soziologie (1995)

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.

GRANT REVIEWER

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