

CURRICULUM VITAE

MEHRZAD B. BAKTASH

Birth year	1997	Email	baktash@uni-trier.de
Residency	Germany (permanent)	Website	http://mehrzadbaktash.com
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POSITIONS

2024 – Present	Postdoctoral Researcher and Teaching Associate, <i>University of Trier</i> .
2020 – 2024	Doctoral Researcher and Teaching Associate, <i>University of Trier</i> .
2017	Research Assistant, <i>Poznan University of Life Sciences</i> .

EDUCATION

2020 – 2024	PhD in Economics (<i>summa cum laude</i>), <i>University of Trier</i> . Supervisors: (1) Prof. Dr. Uwe Jirjahn; (2) Prof. Dr. Jens Mohrenweiser.
2022 – 2024	Doctoral Courses in Economics of Education, <i>University of Zurich</i> .
2017 – 2020	MSc in International Economics, <i>University of Warsaw</i> .
2018 – 2020	MSc in European Economic Integration, <i>University of Trier</i> .
2015 – 2016	Erasmus+ Exchange, BSc in Economics, <i>Poznan University of Life Sciences</i> .
2013 – 2017	BSc in Economics, <i>Manisa Celal Bayar University</i> .

HONORS/AWARDS/GRANTS

2025	Best Dissertation Award for the PhD Thesis “The Consequences of Performance Pay on Health, Well-Being, and Labor Market Success”, Freundeskreis Trierer Universität e.V. & Sparkasse Trier.
2024	Research Grant for the Project “In Diversity we Trust? Experimental Evidence from Europe” (with Abilio H. B. de Freitas), ccEXPAR, LISER.
2024	Top Cited Article 2022-2023 in <i>Industrial Relations</i> for the Paper “Performance Pay and Alcohol Use in Germany”, Wiley.
2024	Best Paper Prize for the Paper “Overeducation, Performance Pay and Wages: Evidence from Germany”, Warsaw International Economic Meeting 2023, University of Warsaw.
2024	Travel Grant, DIW Berlin, International SOEP User Conference.
2023 – 2024	GLO Virtual Young Scholar, Global Labor Organization.
2019 – 2020	Deutschlandstipendium (Germany Scholarship), Federal Ministry of Education and Research.
2019 – 2019	Stipendien Stiftung (Scholarship Foundation), University of Trier.
2018 – 2019	Erasmus+ and Double Degree Scholarship, European Commission.
2015 – 2016	Erasmus+ Scholarship, European Commission.
2012 – 2017	Turkey Scholarship, Republic of Turkey.

ARTICLES IN REFEREED JOURNALS

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- Does Performance Pay Increase the Risk of Worker Loneliness?, *Kyklos*, Forthcoming.
 - Overeducation, Performance Pay and Wages: Evidence from Germany, *Education Economics*, Forthcoming.
Media: *Population News*.
 - Are Managers More Machiavellian Than Other Employees? *ILR Review*, Forthcoming (with Uwe Jirjahn).
 - Does Performance Pay Increase the Risk of Marital Instability?, *Review of Economics of the Household*, Forthcoming (with John S. Heywood and Uwe Jirjahn).
 - Variable Pay and Work Hours: Does Performance Pay Reduce the Gender Time Gap? *Economica*, Vol. 92, 2025, pp. 1149-1167 (with John S. Heywood and Uwe Jirjahn).
 - Detach to Thrive: Psychological Detachment from Work and Employee Well-Being, *Journal of Happiness Studies*, Vol. 26, 2025, pp. 1-31 (with Lisa Pütz).
Media: *Forbes*, *MT Dialog*, *Baublatt*, *Aponet*, *RWTH Aachen*, and *Uni Trier*.
 - Performance Pay and Alcohol Use in Germany, *Industrial Relations*, Vol. 61, 2022, pp. 353-383 (with John S. Heywood and Uwe Jirjahn).
 - Worker Stress and Performance Pay: German Survey Evidence, *Journal of Economic Behavior & Organization*, Vol. 201, 2022, pp. 276-291 (with John S. Heywood and Uwe Jirjahn).

FIELDS OF INTEREST

Applied Microeconometrics, Labor Economics, Behavioral Economics, Education Economics, Personnel Economics.

WORKING PAPERS

1. Older Workers, Training and Innovation: A Comparative Study of Germany and Great Britain (with Uwe Jirjahn and Wen Wang). *R&R, Journal of the Knowledge Economy*.
2. In Diversity we Trust? Experimental Evidence from Europe (with Abilio H. B. de Freitas).
3. Performance Pay and Happiness: Work vs. Home? (with John S. Heywood and Uwe Jirjahn).

WORK IN PROGRESS

1. Home Alone: Work from Home and Loneliness.
2. Overeducation and Income Satisfaction: The Role of Performance Pay.
3. The Spillover Effects of Profit Sharing on Family Well-Being.
4. Codetermination and Environmental Concerns: German Survey Evidence (with Uwe Jirjahn and Stephen Smith).
5. Does Codetermination Enhance the Labor Market Opportunities of Overqualified Workers?
6. Psychological Detachment from Work and Voluntary Turnover (with Lisa Pütz).

PRESENTATIONS AND INVITED SEMINARS*

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| 2025 | American Economic Association (AEA) Annual Meeting (San Francisco); Royal Economic Society (RES) Annual Conference (University of Birmingham); Warsaw International Economic Meeting (WIEM) (University of Warsaw); International Society for Quality-of-Life Studies (ISQOLS) Annual Conference (Luxembourg); City Campus Trier; Public University of Navarre – Economics Department Seminar Series*. |
| 2024 | Royal Economic Society (RES) Annual Conference (Queen's University Belfast); German Economic Association (Verein für Socialpolitik) (VfS) Annual Conference (TU Berlin); European Health Economics Association (EuHEA) Biannual Conference (WU Vienna); Colloquium on Personnel Economics (COPE) (University of Zurich); International German Socio-Economic Panel (SOEP) User Conference (DIW Berlin); Young Economists' Meeting (YEM) (Masaryk University); Global Labor Organization (GLO) Virtual Young Scholar Meeting; RWTH Aachen University - Research Seminar in Management and Economics*. |
| 2023 | Colloquium on Personnel Economics (COPE) (Vrije Universiteit Amsterdam); Warsaw International Economic Meeting (WIEM) (University of Warsaw); Canadian Law and Economics Association (CLEA) (University of Toronto); Public University of Navarre - Economics Department Seminar Series*. |
| 2022 | Society for the Advancement of Socio-Economics (SASE) (University of Amsterdam); Canadian Law and Economics Association (CLEA) (University of Toronto). |
| 2021 | Society for the Advancement of Socio-Economics (SASE) (Online); European Institute for Advanced Studies in Management (EIASM) - Workshop on Strategic Human Resources Management (Online); University of Bergamo - Empirical Labor Economics Seminar*. |

JOURNAL REVIEWER

Annals of Public and Cooperative Economics (x2); *Economics and Human Biology* (x2); *Education Economics* (x2); *European Journal of Industrial Relations*; *ILR Review*; *Industrial Relations*; *Journal of Happiness Studies* (x5); *Journal of Labour Market Research*; *Journal of Population Economics* (x3); *Labour* (x2); *Review of Managerial Science* (x2).

CONFERENCE REVIEWER

Meeting of Young Economists (European Association of Young Economists) (x3).

CONFERENCE ORGANIZER

Global GLO-JOPE Conference, Organizational Committee.

COURSES TAUGHT

Undergraduate	Personnel Economics (2020 – Present); Microeconomics (tutorial) (2024 – Present).
Graduate	Empirical Labor Economics (2020 – Present); Applied Microeconometrics using Stata (2022 – Present); International Labor Markets (2025 – Present); Research Project (2025 – Present).

LANGUAGE SKILLS

Persian (*native*), English (*fluent*), German (*advanced*), Turkish (*advanced*), Uzbek (*upper-intermediate*), Pashto (*upper-intermediate*), Hindi (*intermediate*).

COMPUTER SKILLS

Stata, EViews, RStudio, SPSS, Microsoft Office, Graphics.

RESEARCH AFFILIATIONS

2025 – Present	Global Labor Organization (GLO) Fellow.
2024 – Present	American Economic Association (AEA).
2024 – Present	German Economic Association (Verein für Socialpolitik).
2024 – Present	International Society for Quality-of-Life Studies (ISQOLS).
2021 – 2025	Global Labor Organization (GLO) Affiliate.

VOLUNTEERING

2025 – Present	Research Commission Member, University of Trier (Trier, Germany).
2023 – 2024	Volunteer Agency (Ehrenamtsagentur) (Trier, Germany).
2019	Internationales Zentrum (iZ) (Trier, Germany).
2016 – 2017	Erasmus Student Network (ESN) (Manisa, Turkey).
2012	AIIESEC (Kabul, Afghanistan).

REFERENCES

1. Prof. Dr. Uwe Jirjahn
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University of Trier
Trier, Germany
2. Prof. Dr. John S. Heywood
Email: heywood@uwm.edu
University of Wisconsin-Milwaukee
Milwaukee, Wisconsin, USA
3. Dr. Anthony Lepinteur
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University of Luxembourg
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