

**CURRICULUM VITAE**  
**MEHRZAD B. BAKTASH**

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**PERSONAL INFORMATION**

Email	baktash@uni-trier.de	Address	University of Trier, Economics
Website	http://mehrzadbaktash.com		Department, Universitätsring 15, D-54296, Trier, Germany

**POSITIONS**

10/2024 – Present	Post-Doctoral Research Scientist and Teaching Associate, <i>University of Trier</i> .
03/2020 – 10/2024	Doctoral Researcher and Teaching Associate, <i>University of Trier</i> .

**EDUCATION**

02/2020 – 10/2024	PhD in Economics ( <i>summa cum laude</i> ), <i>University of Trier</i> (Germany). Supervisors: Prof. Dr. Uwe Jirjahn & Prof. Dr. Jens Mohrenweiser.
02/2022 – 02/2024	Doctoral Courses in Economics of Education, <i>University of Zurich</i> (Switzerland).
10/2018 – 01/2020	MSc in European Economic Integration, <i>University of Trier</i> (Germany). <i>GPA: 95%</i>
10/2017 – 01/2020	MSc in International Economics, <i>University of Warsaw</i> (Poland). <i>GPA: 95%</i>
10/2015 – 06/2016	Erasmus+ Exchange, BSc in Economics, <i>Poznan University of Life Sciences</i> (Poland).
10/2013 – 06/2017	BSc in Economics, <i>Manisa Celal Bayar University</i> (Turkey).

**HONORS/AWARDS/GRANTS**

05/2024	Research grant for the project “In Diversity we Trust? Experimental Evidence from Europe” (with Abilio H. B. de Freitas), ccEXPAR, LISER.
04/2024	Top Cited Article 2022-2023 in <i>Industrial Relations</i> for the Paper “Performance Pay and Alcohol Use in Germany”, Wiley.
02/2024	Best Paper Prize for the Paper “Overeducation, Performance Pay and Wages: Evidence from Germany”, Warsaw International Economic Meeting 2023, University of Warsaw.
09/2023 – 09/2024	GLO Virtual Young Scholar, Global Labor Organization.
10/2019 – 03/2020	Deutschlandstipendium (Germany Scholarship), University of Trier and Federal Ministry of Education and Research.
04/2019 – 10/2019	Stipendien Stiftung (Scholarship Foundation), University of Trier.
10/2018 – 04/2019	Erasmus+ and Double Degree Scholarship, European Commission.
10/2015 – 08/2016	Erasmus+ Scholarship, European Commission.
10/2012 – 08/2017	Turkey Scholarship, Republic of Turkey.

**ARTICLES IN REFEREED JOURNALS**

Are Managers More Machiavellian Than Other Employees? *ILR Review*, Forthcoming (with Uwe Jirjahn).

Variable Pay and Work Hours: Does Performance Pay Reduce the Gender Time Gap? *Economica*, Forthcoming (with John S. Heywood and Uwe Jirjahn).

Detach to Thrive: Psychological Detachment from Work and Employee Well-Being, *Journal of Happiness Studies*, Forthcoming (with Lisa Pütz).

Does Performance Pay Increase the Risk of Marital Instability?, *Review of Economics of the Household*, Forthcoming (with John S. Heywood and Uwe Jirjahn).

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 and Organization*, Vol. 201, 2022, pp. 276-291 (with John S. Heywood and Uwe Jirjahn).

## **FIELDS OF INTEREST**

Labor Economics, Happiness Economics, Personnel Economics, Education Economics, Behavioral Economics, Family Economics.

## **WORKING PAPERS**

Older Workers, Training and Innovation: A Comparative Study of Germany and Great Britain (with Uwe Jirjahn and Wen Wang).

Does Performance Pay Increase the Risk of Worker Loneliness?

Overeducation, Performance Pay and Wages: Evidence from Germany.

## **WORK IN PROGRESS**

In Diversity we Trust? Experimental Evidence from Europe (with Abilio H. B. de Freitas).

## **PRESENTATIONS AND INVITED SEMINARS\***

Royal Economic Society (RES) Annual Conference: Queen's University Belfast (2024), University of Birmingham (2025).

American Economic Association (AEA) Annual Meeting: San Francisco, CA (2025).

Warsaw International Economic Meeting (WIEM): University of Warsaw (2023, 2025).

International Society for Quality-of-Life Studies (ISQOLS) Annual Conference: Luxembourg (2025).

German Economic Association (Verein für Socialpolitik) (VfS) Annual Conference: TU Berlin (2024)

European Health Economics Association (EuHEA) Biannual Conference: WU Vienna (2024).

International German Socio-Economic Panel (SOEP) User Conference: DIW Berlin (2024).

Young Economists' Meeting (YEM): Masaryk University (2024).

Global Labor Organization (GLO) Virtual Young Scholar Meeting: Online (2024).

RWTH Aachen University: Research Seminar in Management and Economics (2024).\*

Public University of Navarre: Economics Department Seminar Series (2023).\*

Colloquium on Personnel Economics (COPE): Vrije Universiteit Amsterdam (2023), University of Zurich (2024).

Canadian Law and Economics Association (CLEA): University of Toronto (2022, 2023).

Society for the Advancement of Socio-Economics (SASE): Online (2021), University of Amsterdam (2022).

European Institute for Advanced Studies in Management (EIASM): Workshop on Strategic Human Resources Management, Online (2021).

University of Bergamo: Empirical Labor Economics Seminar, Online (2021).\*

## **JOURNAL REVIEWER**

*Annals of Public and Cooperative Economics; Economics and Human Biology (x2); European Journal of Industrial Relations; Industrial and Labor Relations Review; Industrial Relations; Journal of Happiness Studies (x4); Journal of Labour Market Research; Journal of Population Economics (x3); Labour (x2); Review of Managerial Science.*

## **CONFERENCE REVIEWER**

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

## **COURSES TAUGHT**

Undergraduate

Personnel Economics (2020 – Present)

Graduate

Empirical Labor Economics (2020 – Present)

Applied Microeconometrics using Stata (2022 – 2024)

International Labor Markets (2025-Present)

Curriculum Vitae  
Mehrzad B. Baktash

**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**

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

**REFERENCES**

Available upon request.