

Prof. Dr. Petra Nieken

Karlsruhe Institute of Technology
Institute of Management
Chair of Human Resource Management

Research Interests

Human Resource Management, Personnel Economics, Behavioral Economics, Economics of Organizations, Experimental Economics

Current Positions

10/2014 - present Full Professor (W3), Karlsruhe Institute of Technology, Germany
Chair of Human Resource Management, Faculty of Economics and Management

10/2013 - present Adjunct Professor (1/10 - Position), University of Stavanger, Norway,
Faculty of Social Science, UiS Business School

Visiting Position

11/2013 - 03/2014 Visiting Scholar, University of California, Berkeley, USA
Department of Economics, Host: Stefano DellaVigna

Past Academic Experience and Education

03/2009 - 09/2014 Post-Doc, University of Bonn, Germany
Personnel and Organizational Economics, Institute for Applied Microeconomics, Department of Economics

02/2006 - 02/2009 Research Assistant, University of Cologne, Germany
Seminar of Personnel Economics and Human Resource Management
Faculty of Management, Economics, and Social Sciences

10/2005 - 12/2008 PhD in Economics and Management, University of Cologne, Germany,
Research Training Group "Theoretical and Empirical Basics of Risk Management," German Research Foundation (DFG)

Thesis: "Tournaments, Risk and Careers" (*summa cum laude*)
Supervisor: Dirk Sliwka
Examination committee: Dirk Sliwka, Thomas Hartmann-Wendels,
Patrick W. Schmitz

10/2000 - 03/2005 Diploma in Business Administration
University of Cologne, Germany

Non Academic-Experience (selected)

- 03/2001 - 09/2005 Repeated employments as Student Temp, Deutsche Bank AG, Düsseldorf and Cologne, in the departments Human Resources, Credit Risk Management, and Private Banking
- 08/1998 - 06/2000 Apprenticeship (vocational school), Deutsche Bank AG, Düsseldorf, Diploma in Banking

Affiliations

- 10/2014 - present Karlsruhe Decision & Design Lab, Karlsruhe Institute of Technology
- 06/2013 - 09/2014 Bonn Graduate School of Economics, University of Bonn, Germany
- 03/2009 - 09/2014 Collaborative Research Center SFB TR 15 "Governance and the Efficiency of Economic Systems," German Research Foundation (DFG)

Publications in Refereed Journals

1. **Heterogeneous Contestants and Effort Provision in Tournaments – An Empirical Investigation with Professional Sports Data** (with J. Berger), *Journal of Sports Economics*, 2016, 17 (7), pp. 631 - 660
2. **Hidden Benefits of Reward – A Field Experiment On Motivation and Monetary Incentives** (with O. Kvaløy and A. Schöttner), *European Economic Review*, 2015, 76, pp. 188 - 199
3. **Management Changes, Reputation, and "Big Bath"-Earnings Management** (with D. Sliwka), *Journal of Economics & Management Strategy*, 2015, 24 (3), pp. 664 - 685
4. **Relative Performance Pay in the Shadow of Crisis** (with M. Kräkel), *European Economic Review*, 2015, 74, pp. 244 - 268
5. **Gender Differences in Competition and Sabotage** (with S. Dato), *Journal of Economic Behavior & Organization*, 2014, 100, pp. 64 - 80
6. **Risk Taking and Investing in Electoral Competition** (with M. Kräkel and J. Przemeczek), *European Journal of Political Economy*, 2014, 33, pp. 98 - 120
7. **Information Policy in Tournaments with Sabotage** (with O. Gürtler and J. Münster), *Scandinavian Journal of Economics*, 2013, 115 (3), pp. 932 - 966
8. **Social Ties and Subjective Performance Evaluations – An Empirical Investigation** (with K. Breuer and D. Sliwka), *Review of Managerial Science*, 2013, 7 (2), pp. 141 – 157

Publications in Refereed Journals (continued)

9. **Repeated Moral Hazard and Contracts with Memory: A Laboratory Experiment** (with P. W. Schmitz), *Games and Economic Behavior*, 2012, 75 (2), pp. 1000 - 1008
10. **On the Choice of Risk and Effort in Tournaments – Experimental Evidence**, *Journal of Economics & Management Strategy*, 2010, 19 (3), pp. 811 - 840
11. **Risk-Taking in Tournaments – Theory and Experimental Evidence** (with D. Sliwka), *Journal of Economic Psychology*, 2010, 31 (3), pp. 254 - 268

Working Paper

12. **Bad Boys, good Girls?! – What causes the Gender Gap in Sabotage?** (with S. Dato), mimeo, Karlsruhe Institute of Technology
13. **Compensation and Honesty: Gender Differences in Lying** (with S. Dato), mimeo, Karlsruhe Institute of Technology
14. **Whom to Choose as a Team Mate? A Lab Experiment about In-Group Favoritism** (with A. Hammermann and A. Mohnen), IZA Discussion Paper No. 6286
15. **Overconfidence and Managers' Responsibility Hoarding** (with A. Sadrieh and N. Zhou), SFB TR 15 Discussion Paper No. 368
16. **Incentive Effects in Asymmetric Tournaments: Empirical Evidence from the German Hockey League** (with M. Stegh), SFB TR 15 Discussion Paper No. 305
17. **Personality as Predictor of Occupational Choice: Empirical Evidence from Germany** (with S. Störmer), University of Hamburg Discussion Paper No. 8/2010

Other Publications

18. **If You Can Play, You Get the Pay!?** – A Survey on Salary Discrimination in the National Hockey League (with M. Stegh), to appear in: *Breaking the Ice: The Economics of Hockey*, New York and Berlin, Springer, 2017
19. **Tournaments, Risk and Careers**, Shaker Verlag, Aachen, 2009
20. **Wolfgang Lorz – Henkel**, Cologne Case Study, 2007
21. **Personalauswahl, Planung und Beurteilung** (with P. Hagemann), *WISU*, 4, 2007, p. 504
22. **Talent Management** (with D. Sliwka), *WISU*, 7, 2006, p. 905

Professional Activities

- 10/2016 - present Member of the Faculty Board
Department of Economics and Management, Karlsruhe Institute of Technology
- 04/2016 Conference Co-Organizer: HeiKaMaX, joint workshop of University of Heidelberg, KIT, and University of Mannheim
- 04/2013 - 10/2014 Conference Co-Organizer: Young Researcher Workshop, SFB TR 15, German Research Foundation (DFG), October 2014, Berlin; April 2014, Mannheim; November 2013, Munich; April 2013, Bonn
- 05/2012 - 09/2014 Member of the Board
Collaborative Research Center SFB TR 15, "Governance and the Efficiency of Economic Systems," German Research Foundation (DFG)
- 03/2012 - 09/2014 Member of the Faculty Board
Faculty of Law and Economics, University of Bonn

Grants and Scholarships

- 03/2013 - present Member of Research Team, Grant of the Research Council of Norway, "Feedback and Incentives: Maintaining Motivated Employees," Principal Investigator: Mari Rege, University of Stavanger, Norway
- 11/2013 – 03/2014 Scholarship from Maria von Linden-Program, University of Bonn, funding for research stay at University of California, Berkeley (USA)
- 10/2005 - 09/2008 PhD Scholarship, German Research Foundation (DFG), Research Training Group "Theoretical and Empirical Basics of Risk Management"

Memberships

Economic Science Association, European Economic Association, German Economic Association of Business Administration, German Academic Association of Business Research, German Association for Experimental Economic Research, Organisationsökonomischer Ausschuss des Vereins für Socialpolitik, Verein für Socialpolitik

Refereeing

Journals

B.E. Journal of Economic Analysis and Policy, BuR Business Research, European Economic Review, Economic Inquiry, Industrial Relations, International Journal of Industrial Organization, Journal of Business Economics, Journal of Business Research, Journal of Conflict Resolution, Journal of Economic Behavior & Organization, Journal of Economic Psychology, Journal of Economics & Management Strategy, Journal of Institutional and Theoretical Economics, Management Science, Schmalenbach Business Review, Southern Economic Journal, Theory and Decision

Conferences

Colloquium on Personnel Economics, German Academic Association of Business Administration, HeiKaMaX, SFB TR 15 Young Researcher Workshop, Verein für Socialpolitik

Invited Seminar Presentations

2017

University Ulm, ULME Seminar

2016

UZH Zurich, Business Economics Research Seminar; California State University, East Bay, Research Seminar; University of Stavanger, Stavanger Workshop on Behavioral Economics; University of East Anglia, Economics Seminar Series

2015

University of Stavanger, Stavanger Workshop on Incentives and Motivation; SFB TR 15, Young Researcher Workshop, Bonn

2014

University of Stavanger, Seminar in Economics and Finance; California State University, East Bay, Research Seminar; Humboldt University Berlin, Management Seminar

2013

Karlsruhe Institute of Technology, Human Resource Management Seminar; Erasmus University Rotterdam, Tinbergen Institute, Micro Seminar; University of Konstanz, Research Seminar; University of Trier, Management Seminar

2012

University of Tübingen, Economic Workshop

2011

RWTH Aachen University, Seminar on Human Resource Management; Frankfurt School of Finance & Management, Brown Bag Seminar; University of Cologne, Seminar of Personnel Economics and Human Resource Management; University Bern, Economics of Management Seminar; University of Paderborn, Managerial Economics Seminar

Invited Seminar Presentations (continued)

2010

University Magdeburg, Workshop: MaXLab Academic Frontiers - Economics of Workplace Behavior; European Business School Wiesbaden, EBS Research Colloquium; Humboldt University Berlin, SFB TR 15 Seminar

2009

University of Cologne, Seminar of Personnel Economics and Human Resource Management; RWTH Aachen, Seminar Corporate & Human Resource Management

2008

University Bonn, Seminar Experimental Economics

Conference Presentations

2017

HeiKaMax Workshop, Karlsruhe, Colloquium on Personnel Economics, Zurich

2016

German Academic Association of Business Research (VHB), Munich; Colloquium on Personnel Economics, Aachen

2015

German Economic Association of Business Administration (GEABA), Hamburg; Economic Science Association (ESA), European Meeting, Heidelberg; European Economic Association (EEA), Mannheim; Colloquium on Personnel Economics, Vienna

2014

SFB TR 15 Meeting, Mannheim; Eastern Economic Association, Boston

2013

Gesellschaft für experimentelle Wirtschaftsforschung (GfeW), Helmstedt; German Economic Association of Business Administration (GEABA), Magdeburg; Economic Science Association (ESA), World Meeting, Zürich; German Academic Association of Business Research (VHB), Würzburg; Colloquium on Personnel Economics, Tübingen

2012

Economic Science Association (ESA), European Conference, Cologne; Colloquium on Personnel Economics, Paderborn

2011

German Economic Association of Business Administration (GEABA), Zürich; Verein für Socialpolitik, Frankfurt; Tournaments, Contests and Relative Performance Evaluation, Raleigh; Colloquium on Personnel Economics, Zürich

Conference Presentations (continued)

2010

German Academic Association of Business Research (VHB), "Personnel Management," Schloss Rauschholzhausen; German Economic Association of Business Administration (GEABA), Frankfurt; Meeting of the Irish Society of New Economists, Dublin; Maastricht Behavioral and Experimental Economics Symposium, Maastricht; Eastern Economic Association, Philadelphia

2009

Research Group Empirical Personnel and Organizational Research, Bochum; SFB TR 15 Meeting, Tutzing; German Economic Association of Business Administration (GEABA), Vallendar; Verein für Socialpolitik, Magdeburg; Maastricht Behavioral and Experimental Economics Symposium, Maastricht; Laboratory Experiments in Quantitative Corporate Governance Research, Paderborn

2008

German Economic Association of Business Administration (GEABA), Augsburg; European Association of Labor Economics (EALE), Amsterdam; German Academic Association of Business Research (VHB), Berlin; Colloquium on Personnel Economics, Bonn

2007

Verein für Socialpolitik, Munich; French Economic Association, Lyon

Teaching Activities*Bachelor Level*

Strategic Management (Lecture, KIT)

Human Resource Management (Lecture, KIT)

Personnel Policies and Labor Market Institutions (Lecture, KIT)

Seminar Human Resources and Organizations (Seminar, KIT)

Seminar Human Resource Management (Seminar, KIT)

Experimental Economics (Seminar, KIT)

Basics of Business Economics A (Lecture, University of Bonn)

Management and Applied Microeconomics (Seminar, University of Bonn)

Teaching Activities (continued)*Master Level*

- Incentives in Organizations (Lecture, KIT)
- Seminar Human Resources and Organizations (Seminar, KIT)
- Seminar Human Resource Management (Seminar, KIT)
- Current Questions in Personnel and Organizational Research (Seminar, Mercator Business School, University Duisburg-Essen)
- Personnel Planning, Selection, and Development (Tutorial, University of Cologne)
- Behavioral Personnel Economics (Seminar, University of Cologne)
- Human Resources Management and Success (Seminar, University of Cologne)
- Discrimination in the Labor Market (Seminar, University of Cologne)
- The Empirical Analysis of Job-Design and Careers (Seminar, University of Cologne)
- Experiments in Personnel Economics (Seminar, University of Cologne)
- Internal Labor Markets (Seminar, University of Cologne)

PhD Level

- Personnel Development (Lecture, Karlsruhe School of Optics & Photonics, KIT)
- Experimental Economics (Summer School Course, TU Munich)

MBA Level

- Personnel Development (Lecture, MBA Fundamentals Program for PhD's, Hector School, Technology Business School of KIT)
- Human Resource Management (Lecture, MBA Program, Hector School, Technology Business School of KIT)
- Human Resources (Lecture, MBA Business Integration, University of Würzburg)

Non-Academic Teaching

- Game Theory – Strategic Decisions in Games and Tournaments (Lecture, Friedrich-Naumann-Foundation)
- Careers in Science – A Special Selection Process (Lecture, Friedrich-Ebert-Foundation)