

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 Position

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

Past Academic Experience and Education

10/2013 - 06/2017 Adjunct Professor (1/10 - Position), University of Stavanger, Norway,
Faculty of Social Science, UiS Business School

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

Visiting Positions

03/2019	Visiting Researcher, ECONtribute, University of Bonn
01/2018 - 02/2018	Visiting Researcher, CESifo, Munich
11/2013 - 03/2014	Visiting Scholar, University of California, Berkeley, USA Department of Economics, Host: Stefano DellaVigna

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

04/2018 - present	CESifo Fellow
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. Dato, S. and Nieken, P. (2020). **Gender Differences in Sabotage: The Role of Uncertainty and Beliefs**, *Experimental Economics*, 23 (2), 353-391
2. Dato, S., Feess, E. and Nieken, P. (2019). **Lying and Reciprocity**, *Games and Economic Behavior*, 118, pp. 193-218
3. Berger, J. and Nieken, P. (2016). **Heterogeneous Contestants and Effort Provision in Tournaments – An Empirical Investigation with Professional Sports Data**, *Journal of Sports Economics*, 17 (7), pp. 631 - 660
4. Kvaløy, O, Nieken, P. and Schöttner, A. (2015). **Hidden Benefits of Reward – A Field Experiment On Motivation and Monetary Incentives**, *European Economic Review*, 76, pp. 188 - 199

Publications in Refereed Journals (continued)

5. Nieken, P. and Sliwka, D. (2015). **Management Changes, Reputation, and “Big Bath”-Earnings Management**, *Journal of Economics & Management Strategy*, 24 (3), pp. 501-522
6. Kräkel, M. and Nieken, P. (2015). **Relative Performance Pay in the Shadow of Crisis**, *European Economic Review*, 74, pp. 244 - 268
7. Dato, S. and Nieken, P. (2014). **Gender Differences in Competition and Sabotage**, *Journal of Economic Behavior & Organization*, 100, pp. 64 - 80
8. Kräkel, M., Nieken, P. and Przemeczek, J. (2014). **Risk Taking and Investing in Electoral Competition**, *European Journal of Political Economy*, 33, pp. 98 - 120
9. Gürtler, O., Münster, J. and Nieken, P. (2013). **Information Policy in Tournaments with Sabotage**, *Scandinavian Journal of Economics*, 115 (3), pp. 932 - 966
10. Breuer, K., Nieken, P. and Sliwka, D. (2013). **Social Ties and Subjective Performance Evaluations - An Empirical Investigation**, *Review of Managerial Science*, 7 (2), pp. 141 - 157
11. Nieken, P. and Schmitz, P.W. (2012). **Repeated Moral Hazard and Contracts with Memory: A Laboratory Experiment**, *Games and Economic Behavior*, 75 (2), pp. 1000 - 1008
12. Nieken, P. (2010). **On the Choice of Risk and Effort in Tournaments – Experimental Evidence**, *Journal of Economics & Management Strategy*, 19 (3), pp. 811 - 840
13. Nieken, P. and Sliwka, D. (2010). **Risk-Taking in Tournaments – Theory and Experimental Evidence**, *Journal of Economic Psychology*, 31 (3), pp. 254 - 268

Working Paper

14. Djawadi, B.M. and Nieken, P.: **Job Market Chances of Whistleblowers – Is there a Penalty for Whistleblowers in the Labor Market?**, *mimeo, Karlsruhe Institute of Technology*
15. Fest, S., Kvaløy, O., Nieken, P. and Schöttner, A.: **Motivation and Incentives in an Online Labor Market**, *CESifo Working Paper No. 7526*
16. Dato, S. and Nieken, P.: **Compensation and Honesty: Gender Differences in Lying**, *mimeo, Karlsruhe Institute of Technology*
17. Hammermann, A., Mohnen, A. and Nieken, P.: **Whom to Choose as a Team Mate? A Lab Experiment about In-Group Favoritism**, *IZA Discussion Paper No. 6286*
18. Nieken, P., Sadrieh, A. and Zhou, N.: **Overconfidence and Managers’ Responsibility Hoarding**, *SFB TR 15 Discussion Paper No. 368*

Working Paper (continued)

19. Nieken, P. and Stegh, M.: **Incentive Effects in Asymmetric Tournaments: Empirical Evidence from the German Hockey League**, *SFB TR 15 Discussion Paper No. 305*
20. Nieken, P. and Störmer, S.: **Personality as Predictor of Occupational Choice: Empirical Evidence from Germany**, *University of Hamburg Discussion Paper No. 8/2010*

Other Publications

21. Malessa, N., Ast, J., Kandler, M., Stroehlein, K., Nyhuis, P., Lanza, G. and Nieken, P. (2020): **Digitale Führung und Technologien für die Teaminteraktion von morgen**, *Zeitschrift für wirtschaftlichen Fabrikbetrieb*, 115, 7-8, pp. 540-544
22. Woll, A., Böttger, D., Wittelsberger, R., Haas, A., Nieken, P. and Wäsche, H. (2018). **Movigen: Ein Interventionskonzept zur Förderung sozialer Kompetenzen im Schulsport**, *KIT Scientific Working Paper*
23. Nieken, P. and Stegh, M. (2018). **If You Can Play, You Get the Pay!?** – A Survey on **Salary Discrimination in the National Hockey League**, in: *Breaking the Ice: The Economics of Hockey, Sports Economics, Management and Policy*, 16, Ed. B. Frick, Springer Int.
24. Nachtwei, J., Lohse-Bossenz, H., Weinert, S., Kunert, S., Grundei, J., Beyer, L., Krins, C., Monett, D., Koob, C., Petry, T., Christandl, F., Thies, A., Israel, J.H., Kaiser, S., Schmitz, C., Kawohl, J., Beyer, R., Fischer, S., Nieken, P., Binninger, F-M., Kolrep-Rometsch, H., Warneke, C., Prümper, J., Weber, P.J., Kanning, U., Salander, B., Onnasch, L., Wilbert, J., and A-C. Petersen, A.C. (2018). **Was Studierende von Professoren erwarten: Ergebnisse einer empirischen Studie**, *Forschung & Lehre*, 10, p. 878-879
25. Nachtwei, J., Lohse-Bossenz, H., Weinert, S., Kunert, S., Grundei, J., Beyer, L., Krins, C., Monett, D., Koob, C., Ianiro-Dahm, P., Petry, T., Christandl, F., Thies, A., Israel, J.H., Kaiser, S., Schmitz, C., Kawohl, J., Beyer, R., Franke, T., Hackl, B., Fischer, S., Nieken, P., Binninger, F-M., Kolrep-Rometsch, H., Warneke, C., Prümper, J., Ripsas, S., Weber, P.J., Kanning, U., Salander, B., Onnasch, L., Wilbert, J., and A-C. Petersen, A.C. (2018). **ProfPraef-Studie 1 - Datensatz, N=3.403 Studierende - Welche Attribute präferieren Studierende bei Professor*innen?** *ResearchGate*
26. Nieken, P. (2009). **Tournaments, Risk and Careers**, *Shaker Verlag, Aachen*
27. Nieken, P. (2007). **Wolfgang Lorz – Henkel**, *Cologne Case Study*
28. Hagemann, P. and Nieken, P. (2007). **Personalauswahl, Planung und Beurteilung**, *WISU*, 4, p. 504
29. Nieken, P. and Sliwka, D. (2006). **Talent Management**, *WISU*, 7, 2006, p. 905

Professional Activities

- 03/2018 - present Member of the Advisory Board
Institute for Labour Law and Industrial Relations in the European Union, University Trier
- 10/2016 - 09/2019 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, Scholarships, and Awards

- 02/2019 Award for Excellent Teaching, HECTOR School, Technology Business School of KIT, MBA Module HRM, Intake 2016
- 04/2018 Award for Excellent Teaching, Department of Economics and Management, Karlsruhe Institute of Technology
- 03/2018 KHYS International Collaboration Grant, KIT / Aarhus University
- 01/2018 Award for Excellent Teaching, HECTOR School, Technology Business School of KIT, MBA Module HRM, Intake 2015
- 03/2013 - 06/2017 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

CESifo Fellow, Economic Science Association, European Economic Association, German Economic Association of Business Administration, German Academic Association of Business Research (VHB), German Association for Experimental Economic Research, Organisations-ökonomischer Ausschuss des Vereins für Socialpolitik, Verein für Socialpolitik, Wissenschaftliche Kommission Personalwesen (VHB)

Refereeing

Journals

B.E. Journal of Economic Analysis and Policy, BuR Business Research, European Economic Review, Economic Inquiry, German Journal of Human Resource Management, 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, Journal of Sports Economics, Management Science, Schmalenbach Business Review, Southern Economic Journal, Theory and Decision

Conferences

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

Other

Deutsche Forschungsgemeinschaft (DFG), Netherlands Organization for Scientific Research (NWO), Studienstiftung des deutschen Volkes e.V.

Invited Seminar Presentations

2019

University of Bonn, ECONtribute Seminar

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

02.09.2020

Invited Seminar Presentations (continued)

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

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

2020

German Academic Association of Business Research (VHB), Frankfurt (digital)

2018

Colloquium on Personnel Economics, Munich

2017

Nordic Conference on Behavioral and Experimental Economics, Gothenburg; Economic Science Association (ESA), European Meeting, Vienna; 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

02.09.2020

Conference Presentations (continued)

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

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)

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)

Teaching Activities (continued)*PhD Level*

Human Resource Management (Lecture, Karlsruhe School of Optics & Photonics, KIT)

Personnel Development (Lecture, Karlsruhe School of Optics & Photonics, KIT)

Experimental Economics (Summer School Lecture, TU Munich)

MBA Level

Human Resource Management (Lecture, MBA Fundamentals Program for PhD's, HECTOR School, Technology Business School of KIT)

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)