

Prof. Dr. Petra Nieken

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

Research Interests

Human Resource Management, Personnel Economics,
Future of Work, Leadership, Behavioral Economics

Current Position

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

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

Visiting Positions

03/2019 Visiting Researcher, ECONtribute Cluster, University of Bonn

01/2018 - 02/2018 Visiting Researcher (CESifo Fellow), CESifo, Munich

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

Publications in Refereed Journals (authors listed in alphabetical order unless stated otherwise)

1. Nieken, P. (forthcoming): **Charisma in the Gig Economy: The Impact of Digital Leadership and Communication Channels on Performance**, *The Leadership Quarterly*
2. Fest, S., Kvaløy, O., Nieken, P. and Schöttner, A. (2021). **How (not) to motivate online workers: Two controlled field experiments on leadership in the gig economy**, *The Leadership Quarterly*, 32 (6), 1015-14. Best Article Award 2021 by *The Leadership Quarterly*
3. Staudt, P.; Greif-Winzrieth, A. and Nieken, P. (2021). **Increasing Contributions to Sustainable-Projects through Digital Nudges amplifying social Comparison**, *ICIS 2021 Proceedings*. 12
4. Dato, S. and Nieken, P. (2020). **Gender Differences in Sabotage: The Role of Uncertainty and Beliefs**, *Experimental Economics*, 23 (2), 353-391
5. Dato, S., Feess, E. and Nieken, P. (2019). **Lying and Reciprocity**, *Games and Economic Behavior*, 118, pp. 193-218
6. 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
7. 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
8. Nieken, P. and Sliwka, D. (2015). **Management Changes, Reputation, and “Big Bath”-Earnings Management**, *Journal of Economics & Management Strategy*, 24 (3), pp. 501-522
9. Kräkel, M. and Nieken, P. (2015). **Relative Performance Pay in the Shadow of Crisis**, *European Economic Review*, 74, pp. 244 - 268
10. Dato, S. and Nieken, P. (2014). **Gender Differences in Competition and Sabotage**, *Journal of Economic Behavior & Organization*, 100, pp. 64 - 80
11. Kräkel, M., Nieken, P. and Przemeczek, J. (2014). **Risk Taking and Investing in Electoral Competition**, *European Journal of Political Economy*, 33, pp. 98 – 120
12. Gürtler, O., Münster, J. and Nieken, P. (2013). **Information Policy in Tournaments with Sabotage**, *Scandinavian Journal of Economics*, 115 (3), pp. 932 - 966
13. 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
14. 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

15. Nieken, P. (2010). **On the Choice of Risk and Effort in Tournaments – Experimental Evidence**, *Journal of Economics & Management Strategy*, 19 (3), pp. 811 - 840
16. 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

17. Dato, S., Fees, E. and Nieken, P.: **Lying in Competitive Environments: A Clean Identification of Behavioral Impacts**, *CESifo Working Paper 9861 2022*
18. Nieken, P. and Ressi, A.: **Which Peer Group to Choose? The Effects of Relative Performance Information on Employee Self-Selection and Performance**, *SSRN Working Paper*, <http://dx.doi.org/10.2139/ssrn.4158577>
19. Nieken, P. and Schmitz, P.W.: **Contracting under Asymmetric Information and Externalities: An Experimental Study**, *CEPR Discussion Paper 15492*
20. Djawadi, B.M. and Nieken, P.: **Job Market Chances of Whistleblowers – Potential Drivers of Discrimination**, *SSRN Working Paper* <http://dx.doi.org/10.2139/ssrn.3481126>
21. Dato, S. and Nieken, P.: **Compensation and Honesty: Gender Differences in Lying**, *mimeo, Karlsruhe Institute of Technology*
22. 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*
23. Nieken, P., Sadrieh, A. and Zhou, N.: **Overconfidence and Managers' Responsibility Hoarding**, *SFB TR 15 Discussion Paper No. 368*
24. Nieken, P. and Stegh, M.: **Incentive Effects in Asymmetric Tournaments: Empirical Evidence from the German Hockey League**, *SFB TR 15 Discussion Paper No. 305*
25. 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 in Books and Journals

26. Nieken, P. (2022). **Digital Leadership: Motivating Online Workers**. *IZA World of Labor*, doi: 10.15185/izawol.498
27. Haas, A., Wäsche, H., Wittelsberger, R., Nieken, P., and Woll, A. (2022). **Social Skills and Sports: Pupils of an elite school of sports are more competitive and cooperative**, *German Journal of Exercise and Sport Research*, <https://doi.org/10.1007/s12662-022-00827-w>

28. Ströhlein, K., Gorny, P.M., Kandler, M., Schäfer, L., Nieken, P., and Lanza, G. (2022). **Decision Experiments in the Learning Factory: A Proof of Concept**, *12th Conference on Learning Factories*
29. Kandler, K., Ströhlein, K., Gorny, P.M., Riedinger, S., Lanza, G. and Nieken, P. (2022). **Human-Oriented Design of Andon-Boards 4.0 – Promoting Decentralized Decisions on the Shopfloor and Acceptance by Employees**, *12th Conference on Learning Factories*
30. Schäfer, L., Ströhlein, K., Kandler, M., Hulla, M., Ast, J., Lanza, G., Nieken, P., Ramsauer, C. and Nyhuis, P. (2022). **New Competences in a Digitalized Shopfloos – A Modular Training Concept for Learning Factories**, *12th Conference on Learning Factories*
31. Kandler, M., Schäfer, L., Gorny, P.M., Lanza, G., Nieken, P. and Ströhlein, K. (2021). **Learning Factory Labs as Field-in-the-Lab Environments – An Experimental Concept for Human-Centred Production Research**, *11th Conference on Learning Factories*.
32. Haas, A. Wittelsberger, R, Wäsche, H., Woll. A. and Nieken, P. (2021). **Utilizing Incentivized Economic Experiments to Test for Social Skills Acquisition Through Physical Education: Study Protocol of the Movigen Project**, *frontiers in Sports and Active Living*, 3, 1-10.
33. 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
34. Nieken, P. (2020). **Digitale Führung und Kollaboration – Neue Kompetenzen und Konzepte**, Sonderband Zukunft der Arbeit, Human Resources Consulting Review, Band 12, Herausgeber J. Nachtwei & A. Sureth, pp. 346-349.
35. 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*
36. 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.
37. 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., Binnering, 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

38. 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*
39. Nieken, P. (2009). **Tournaments, Risk and Careers**, *Shaker Verlag, Aachen*
40. Nieken, P. (2007). **Wolfgang Lorz – Henkel**, *Cologne Case Study*
41. Hagemann, P. and Nieken, P. (2007). **Personalauswahl, Planung und Beurteilung**, *WISU*, 4, p. 504
42. Nieken, P. and Sliwka, D. (2006). **Talent Management**, *WISU*, 7, 2006, p. 905

Affiliations

06/2021 - present	ARRTI, Academy for Responsible Research, Teaching and Innovation, Karlsruhe Institute of Technology
04/2018 - present	CESifo Fellow
10/2014 - present	KIT Center Humans and Technology, Topic Speaker Future of Work (2021)
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)

Professional Activities

04/2021-present	Editorial Board Member Leadership Quarterly
01/2021- present	Deputy Spokesperson and Board Member Karlsruhe Decision & Design Lab, Karlsruhe Institute of Technology
01/2021 - present	Steering Committee Member Committee for Organizational Economics, Verein fuer Socialpolitik
03/2018 - present	Advisory Board Member Institute for Labour Law and Industrial Relations in the European Union, University Trier

10/2016 - 09/2019	Faculty Board Member 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	Board Member Collaborative Research Center SFB TR 15, "Governance and the Efficiency of Economic Systems," German Research Foundation (DFG)
03/2012 - 09/2014	Faculty Board Member, Faculty of Law and Economics, University of Bonn

Grants, Third Party Funding, and Scholarships

10/2021 - 03/2026	KD2School – Gestaltung von adaptiven Systemen fuer oekonomische Entscheidungen, Graduiertenkolleg, DFG, Principal Investigator
10/2021 - 09/2023	GenAChange – Gender Audit and Change, KIT ExU Gender Equity 1, Principal Investigator
01/2021 - 12/2022	Digital Citizen Science@KD2Ex: Experimental Research for Wellbeing, Work, and Education at Home, KIT Future Fields II, Principal Investigator
05/2020 -11/2021	Future Society - Understanding and Shaping Socio-Technical Interaction, KIT Center Humans and Technology, KIT Future Fields I, Principal Investigator
01/2020 - 12/2022	teamIn: Interaktive Führung und Technologien für die Teamkommunikation von Morgen, Zukunft der Arbeit (02L18A140), BMBF & esf, Principal Investigator
03/2018 – 12/2018	KHYS International Collaboration Grant, KIT / Aarhus University
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"

Awards

2022 Best Article Award 2021 from *The Leadership Quarterly* for the paper
"How (not) to motivate online workers: Two controlled field
experiments on leadership in the gig economy"

Winter 2019/2020 Award for Excellent Teaching, Department of Economics and
Management, Karlsruhe Institute of Technology, lecture
Personalmanagement

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

01/2018 Award for Excellent Teaching, HECTOR School, Technology Business
School of KIT, MBA Module HRM, Intake 2015

Winter 2017/2018 Award for Excellent Teaching, Department of Economics and
Management, Karlsruhe Institute of Technology, lecture
Personalmanagement

Summer 2017 Award for Excellent Teaching, Department of Economics and
Management, Karlsruhe Institute of Technology, lecture
Personalpolitik und Arbeitsmarktinstitutionen

Summer 2015 Award for Excellent Teaching, Department of Economics and
Management, Karlsruhe Institute of Technology, seminar Personal
und Organisation

Memberships

Ausschuss fuer Unternehmenstheorie und -politik des Vereins fuer Socialpolitik, 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 fuer Socialpolitik (Funding Member), 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, Experiment Economics, 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, Leadership Quarterly, Management Science, Schmalenbach Business Review, Social Choice & Welfare, Southern Economic Journal, Theory and Decision

Member of Editorial Board

Leadership Quarterly

Conferences

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

Appraisals for Institutions

University Bern, University of Cologne, University Duisburg-Essen, University Lueneburg, ZEW (Zentrum fuer Europäische Wirtschaftsforschung)

Other

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

Invited Seminar Presentations

2021

Global Seminar on Contest & Conflict, online

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

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

2022

Ausschuss fuer Unternehmenstheorie und –politik Verein fuer Socialpolitik (invited speaker)

2021

European Social Economy Summit, Mannheim (digital)

2020

Verein fuer Socialpolitik, Cologne (digital); 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

07.09.2022

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

2010

German Academic Association of Business Research (VHB), "Personnel Management," Schloss Rauischholzhausen; 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

Management (Lecture, KIT)

Human Resource Management (Lecture, KIT)

Personnel Policies and Labor Market Institutions (Lecture, KIT)

Topics in Human Resource Management (interactive colloquium, KIT)

Seminar Human Resources and Organizations (Seminar, KIT); Seminar Human Resource Management (Seminar, KIT); Experimental Economics (interdisciplinary Seminar, KIT); Digital Citizen Science (interdisciplinary Seminar, KIT)

HRM Team Projects (interdisciplinary team projects in cooperation with wbk Institute (engineering) and IISM, 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)

Advanced Topics in Human Resource Management (interactive colloquium, KIT)

Advanced Topics in Digital Management (interactive colloquium, KIT)

Behavioral Lab Exercise (interdisciplinary colloquium)

Seminar Human Resources and Organizations (Seminar, KIT); Seminar Human Resource Management (Seminar, KIT); Digital Citizen Science (interdisciplinary 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

Behavioral Lab Exercise (Lecture, KD2School, KIT)

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)

Strategic Human Resource Management (Lecture, MBA Program, 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)