



tinbergen *institute*



Conference Program

‘Human Relations, Reciprocity, and Incentives in the Workplace’

Rotterdam, 5 & 6 December 2008

Venue: Erasmus University, Woudestein campus, Burg. Oudlaan 50, Rotterdam

Friday: G-building, room G3-41

Saturday: T-building, room T3-06

Friday, 5 December 2008

9:00 Coffee

9:30 Welcome and introduction

9:30-10:15 VICTOR MAAS (University of Amsterdam), Marcel van Rinum (RSM Erasmus University), and Kristy Towry (Emory University), Subjective Performance Evaluation and Social Preferences: An Empirical Investigation of Fairness and Trust Reciprocity

Discussant: ALAIN COHN

10:15-11:00 Frank Cörvers (University of Maastricht), THOMAS DOHMEN (University of Maastricht), Andries de Grip (University of Maastricht), and Raymond Montizaan (University of Maastricht), Job motivation and reciprocity: Evidence from a natural experiment

Discussant: FLORIAN ENGLMAIER

11:00-11:30 Coffee break

11:30-12:15 Antoni Cunya (University of Valencia) and RANDOLPH SLOOF (University of Amsterdam), Employee types and endogenous organizational design: An experiment

Discussant: MICHAEL VLASSOPOULOS

12:15-13:00 Robert Dur (Erasmus University), ARJAN NON (Erasmus University), and Hein Roelfsema (Utrecht University), Reciprocity and Incentive Pay in the Workplace

Discussant: DIRK SLIWKA

13:00-14:30 Lunch in Restaurant Siena, H-Building, floor B, near the main elevators.

14:30-15:15 Sebastian Kube (Max Planck Institute), MICHEL ANDRÉ MARÉCHAL (University of Zurich), and Clemens Puppe (University of Karlsruhe), The Currency of Reciprocity - Gift-Exchange in the Workplace

Discussant: JOERI SOL

15:15-16:00 SABRINA TEYSSIER (University of Lyon), Experimental Evidence on Inequity Aversion and Self-Selection between Incentive Contracts

Discussant: TOPI MIETTINEN

16:00-16:30 Coffee break

16:30-17:15 Michael Kosfeld (University of Frankfurt) and SUSANNE NECKERMANN (University of Zurich), Working for Nothing? The Effect of Non-Material Awards on Employee Performance

Discussant: STEFFEN ALTMANN

19:30 Dinner in Restaurant Smaak

Saturday, 6 December 2008

9:00 Coffee

9:30-10:15 CHRISTIAN GRUND (University of Wuerzburg) and Judith Przemek (University of Bonn), Subjective Performance Evaluation and Inequality Aversion

Discussant: ARJAN NON

10:15-11:00 ALAIN COHN (University of Zurich), Ernst Fehr (University of Zurich), and Lorenz Goette (Federal Reserve Boston), Fairness and Effort - Evidence from a Field Experiment

Discussant: SUSANNE NECKERMANN

11:00-11:15 Coffee break

11:15-12:00 Robert Dur (Erasmus University) and JOERI SOL (Erasmus University), Social Interaction, Co-Worker Altruism, and Incentives

Discussant: MIRCO TONIN

12:00-12:45 FLORIAN ENGLMAIER (University of Munich) and Stephen Leider (Harvard University), Gift Exchange in the Lab and in the Field - It is not (only) how much you give ...

Discussant: MICHEL ANDRÉ MARÉCHAL

12:45-14:00 Lunch, location tba.

14:00-14:45 TOPI MIETTINEN (Stockholm School of Economics), Contracts and Promises - An Approach to Pre-play Agreements

Discussant: RANDOLPH SLOOF

14:45-15:30 Axel Ockenfels (University of Cologne), DIRK SLIWKA (University of Cologne), and Peter Werner (University of Cologne), Social Comparison, Reference Points and Bonus Payments – Field Evidence

Discussant: THOMAS DOHMEN

15:30-15:45 Coffee break

15:45-16:30 STEFFEN ALTMANN (University of Bonn), Armin Falk (University of Bonn), and David Huffman (Swarthmore College), Contract Enforcement, Fairness, and Involuntary Unemployment

Discussant: SABRINA TEYSSIER

Saturday evening: Drinks in city center Rotterdam

Participation is free, but space is limited. Please contact:

Robert Dur

E-mail: dur@few.eur.nl

Phone: +31-10-4082159

Cell phone: +31-6-40485405

Fax: +31-10-4089161

Conference website: <http://people.few.eur.nl/dur/conference08.htm>

The conference is sponsored by the Tinbergen Institute.