

The Conference on the Analysis of Firms and Employees: Quantitative and Qualitative Approaches September 29 – 30 2006 in Nuremberg, Germany

Congress Centre of Bundesagentur für Arbeit (Federal Employment Agency), Regensburger Strasse 104, Nuremberg

Programme:

29.09.2006

Time:	Topic:		
9:00 – 9:30	<i>Registration / welcome</i>		
9:30 – 10:15	Opening Keynote Speech: Daniel S. Hamermesh (University of Texas, Austin) "Matched Firm-Worker Data: A Decade of Progress, and a Roadmap of New Directions"		
	SESSION 1A: Leadership and Careers	SESSION 1B: Productivity and Firm Performance	SESSION 1C: Unemployment, job matching and job duration
	Chair: Julia Lane	Chair: Eric Verhoogen	Chair: Till von Wachter
10:20 – 10:55	1A1: MARIE-CLAIRE VILLEVAL (GATE – CNRS) / Emrah Arbak "Endogenous Leadership - Selection and Influence"	1B1: HYOWOOK CHIANG (Welch Consulting and U.S. Census Bureau) / Benjamin Campbell / Fredrik Andersson / Clair Brown / Yooki Park "The Effect of HRM Practices and R&D Investment on Worker Productivity"	1C1: STEPHEN G. BRONARS (University of Texas at Austin) / David Kaplan "Job Matching and Adjustment Costs in Mexican Manufacturing Establishments"
10:55 – 11:30	1A2: GUIDO FRIEBEL (EHESS, Toulouse and CEPR Idei, University of Toulouse) / Elena Panova "Insider Privatization and Careers - A Clinical Study of a Russian Firm in Transition"	1B2: ALEC LEVENSON (Center for Effective Organizations Marshall School of Business University of Southern California) "Knowledge Work and Teams: Analyzing Labor Productivity when Tasks are Interdependent"	1C2: SUSANNE STEFFES (Centre for European Economic Research, ZEW) / Bernhard Boockmann "Individual and Plant-level Determinants of Job Durations in Germany"
11:30 – 12:05	1A3: JESPER B. SØRENSEN (MIT Sloan School of Management) / Ramana Nanda "Peer Effects and Entrepreneurship"	1B3: LYNNE G. ZUCKER (North Carolina State University) / Michael R. Darby "Movement of star scientists and engineers and high-tech firm entry"	1C3: ANDERS FREDERIKSEN (Center for Corporate Performance and the Aarhus School of Business) / Rikke Ibsen / Michael Rosholm / Niels Westergaard-Nielsen "Labour Market Signalling and Unemployment Duration: An Empirical Analysis Using Employer-Employee Data"
	(Discussants: Marc Muendler and Julia Lane)	(Discussant: Eric Verhoogen)	(Discussants: Till von Wachter and Kjell Salvanes)
12:05 – 1:00	<i>Lunch</i>		

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Time:	Topic:		
	SESSION 2A: HRM practices at work	SESSION 2B: TRAINING AND WAGES	SESSION 2C: Trade and FDI
	Chair: Julia Lane	Chair: David Neumark	Chair: John Haltiwanger
1:00 – 1:35	2A1: IMRAN RASUL (University College London) / Oriana Bandiera / Iwan Barankay “Social Connections and Incentives in the Workplace: Evidence from Personnel Data”	2B1: ERICH BATTISTIN (Institute for Fiscal Studies) / Laura Abramovsky / Emla Fitzsimons / Alissa Goodman / Helen Simpson “Incentivising employers to train low-skilled workers: evidence from the UK Employer Training Pilots”	2C1: MARC MUENDLER (UC San Diego Econ) / Naercio Aquino Menezes Filho “Labor Reallocation in Response to Trade Reform”
1:35 – 2:10	2A2: MAIA GÜELL (Universitat Pompeu Fabra) / Alberto Bayo-Moriones / Jose E. Galdon-Sanchez “Do Multinationals Adopt Different Human Resource Management Practices? Evidence From Plant Level Data”	2B2: PAULINO TEIXEIRA (Universidade de Coimbra, Portugal) / John T. Addison / Thomas Zwick “The Impact of Works Councils on Wages”	2C2: SASCHA O. BECKER (University of Munich) / Marc Muendler “The effect of FDI on worker displacement”
2:10 – 2:45	2A3: ANTTI KAUKANEN (Helsinki School of Economics) / Derek C. Jones / Panu Kalmi “Teams, Performance-Related Pay, Profit Sharing and Productive Efficiency: Evidence from a Food-Processing Plant” (Discussants: Alec Levenson and Johannes Van Biesebroeck)	2B3: COLLEEN FLAHERTY (Stanford University) “Employer-Provided General Training: Examination of Tuition Reimbursement Programs” (Discussants: David Neumark and Fredrik Andersson)	2C3: KATHRYN SHAW (Stanford University) “Reaching for the Stars: Who Pays for Talent in Innovative Industries?” (Discussant: John Haltiwanger)
2:45 – 3:00	<i>Coffee</i>		

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Time:	Topic:		
	SESSION 3A: Worker Outcomes and Organizational Structure	SESSION 3B: Labor Demand	SESSION 3C: The Workplace and the Workers
	Chair: Julia Lane	Chair: Ana Rute Cardoso	Chair: Fredrik Andersson
3:00 – 3:35	3A1: MARC-ARTHUR DIAYE (Centre d'Etude de l'Emploi) / Nathalie Greenan / Michal W. Urdanivia "Subjective evaluation of performance through individual evaluation interview: theory and empirical evidence from France"	3B1: DAVID BLAU (University of North Carolina) / Tetyana Shvydko "Labor Market Rigidities and the Employment Behavior of Older Workers"	3C1: DAVID NEUMARK (Public Policy Institute of California) / Judith Hellerstein / Melissa McInerney "Changes in Workplace Segregation in the United States between 1990 and 2000: Evidence from Matched Employer-Employee Data"
3:35 – 4:10	3A2: MONICA GALIZZI (University of Massachusetts Lowell) / Petra Miesmaa / Craig Slatin and the "PHASE in Healthcare team" "Occupational injuries, workers' reporting and firms policies in the health care industry: the challenges and rewards of combining qualitative and quantitative research methodologies"	3B2: UWE BLIEN (Institute for Employment Research) / Kai Kirchhof / Oliver Ludewig "Agglomeration effects on labour demand"	3C2: SUSAN HELPER (Case Western Reserve University) / Morris M. Kleiner "International Differences in Lean Production, Employee Attitudes, and Productivity"
4:10 – 4:45	3A3: TOMISLAV VUKINA (North Carolina State University) / Xiaoyong Zheng "Efficiency Gains from Organizational Innovation: Comparing Ordinal and Cardinal Tournament Games in Broiler Contracts" (Discussants: Lynne Zucker and Julia Lane)	3B3: TILL VON WACHTER (Columbia University) / Stefan Bender "Entry Cohort-Effects at the Firm Level: Testing for Permanent vs. Temporary Effects using Evidence from Job Losers" (Discussant: Ana Rute Cardoso)	3C3: IBEN BOLVIG (Aarhus School of Business) "Starting wages and the return to seniority: firm strategies towards unskilled labour market entrants" (Discussant: Fredrik Andersson and Julia Lane)
4:50 – 5:35	Invited Speech: Richard B. Freeman (Harvard University)		

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30.09.2006

Time:	Topic:		
9:30 – 10:15	Invited Speech: Mari Sako (Oxford University)		
	SESSION 4A: Within Firm Job Dynamics Chair: Julia Lane	SESSION 4B: Work and Skill Chair: Kathryn Shaw	SESSION 4C: Turnover and Layoffs Chair: John Earle
10:20 – 10:55	4A1: PABLO ACOSTA (University of Illinois at Urbana-Champaign) “Promotions Dynamics and Intrafirm Job Mobility: Incumbents vs. new Hires”	4B1: DUBRAVKO RADIC (Bergische Universität Wuppertal) / Reinhard Hujer “Age and Skill Biased Technological Change: A Multiple Treatment Approach Using a Linked Employer Employee Dataset”	4C1: STEVE BURKS (University of Minnesota) / Jeffrey Carpenter / Lorenz Götte / Kristen Monaco / Aldo Rustichini / Kay Saager “The Truckers and Turnover Project: Context, Design, and a Selection of Pilot Results”
10:55 – 11:30	4A2: FREDERIC WARZYNSKI (Universidad Carlos III de Madrid) / Valerie Smeets “The Evolution of the Corporate Hierarchy: Span of Control, Compensation and Career Dynamics. Evidence from a Large Scandinavian Firm”	4B2: ERIC VERHOOGEN (Columbia University) / David S. Kaplan “Quality Upgrading and Establishment Wage Policies: Evidence from Mexican Employer-Employee Data”	4C2: LARS VILHUBER (Cornell University) / Kevin L. McKinney “Using linked employer-employee data to investigate the speed of adjustment in downsizing firms”
11:30 – 12:05	4A3: VALÉRIE SMEETS (Universidad Carlos III de Madrid) / Kathryn Ierulli / Michael Gibbs “Mergers of equals & unequals” (Discussants: Imran Rasul and Sascha Becker)	4B3: SIMON D. WOODCOCK (Simon Fraser University) Match Effects (Discussants: Stephen G. Bronars and David Blau)	4C3: RONALD S. WARREN (University of Georgia) / Karen L. Tinsley “Employee Selection and Turnover in the Low-Wage Labor Market: Evidence from a Poultry-Processing Plant” (Discussants: John Earle and Kjell Salvanes)
12:05 – 1:00	Lunch		

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Time:	Topic:		
	SESSION 5A: Bargaining and Wages	SESSION 5B: Outsourcing, Globalization, and Foreign Investment	SESSION 5C: Firms and Wage Determination
	Chair: Thomas Zwick	Chair: Susan Helper	Chair: Marie-Claire Villeval and Kathryn Shaw
1:00 – 1:35	5A1: NICOLA ORLANDO (Università Cattolica) / Carlo Dell’Aringa / Claudio Lucifora / Elena Cottini “Bargaining Structure and Within Establishment Wage Inequality in four European Countries: Evidence from Matched Employer-Employee Data”	5B1: HOLGER ALDA (Institute of Employment Research) “Human capital transfers, wage structures, and domestic outsourcing”	1:00 – 1:25 5C1: LEX BORGHANS (Maastricht University) / Ben Kriechel “Incentive pay and the wage structure of firms: Evidence from a panel of Dutch firms”
1:35 – 2:10	5A2: NICOLE GUERTZGEN (Centre for European Economic Research, Mannheim) “Rent-Sharing and Collective Bargaining Coverage – Evidence from Linked Employer-Employee Data”	5B2: MARIA GUADALUPE (Columbia University) / Vicente Cuñat “Globalization and the Provision of Incentives Inside the Firm”	1:25 – 1:50 5C2: SEBASTIAN BUHAI (Tinbergen Institute) / Miguel Portela / Coen Teulings / Aico van Vuuren “Returns to Seniority: Time or Rank?”
2:10 – 2:45	5A3: KATHERINE H. LAM (Office for National Statistics, UK) / Catrin Ormerod / Felix Ritchie / Prabhat Vaze “Do company wage policies persist in the face of minimum wages?” (Discussants: Julia Lane, Thomas Zwick and David Blau)	5B3: JOHN EARLE (Upjohn Institute) / Álmos Telegdy “Ownership and Wages: New Evidence from Linked Employer-Employee Data in Hungary, 1986-2003” (Discussant: Susan Helper)	1:50 – 2:15 5C3: MIGUEL PORTELA (Tinbergen Institute and Minho University, Portugal) / Ana Rute Cardoso “The provision of wage insurance by the firm: evidence from a matched employer-employee dataset” 2:15 – 2:40 5C4: JOHANNES VAN BIESEBROECK (University of Toronto) “Wages Equal Productivity. Fact or Fiction?” (Discussants: Kathryn Shaw and Marie-Claire Villeval)
2:45 – 3:00	Coffee		
3:00 – 3:45	Closing Keynote Speech: Edward Lazear (Stanford University) “Leadership”		

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