

CURRICULUM VITAE | JAKOB ALFITIAN

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POSITIONS

Research Assistant <i>Chair of Personnel Economics and Human Resource Management, University of Cologne</i>	since 04/2018 Cologne, Germany
Visiting Researcher <i>Institute for Employment Research</i>	09/2019 – 11/2019 Nuremberg, Germany

RESEARCH INTERESTS

Personnel Economics, Organizational Economics, Management Accounting

EDUCATION

Doctoral Candidate, Supervisors: Dirk Sliwka and Matthias Heinz <i>University of Cologne</i>	since 06/2018 Cologne, Germany
M. Sc. Economics <i>University of Cologne</i>	10/2015 – 06/2018 Cologne, Germany
Studies Abroad <i>Bocconi University</i>	02/2012 – 06/2017 Milan, Italy
B. Sc. Business Administration <i>University of Cologne</i>	10/2012 – 06/2015 Cologne, Germany
Studies Abroad <i>University of Victoria</i>	08/2014 – 12/2014 Victoria, Canada

WORKING PAPER

“When Bonuses Backfire: Evidence from the Workplace”
(with Dirk Sliwka and Timo Vogelsang)
Revision requested at *Management Science*

WORK IN PROGRESS

“Closing the Gender Pay Gap within Firms: Evidence from a Field Experiment on Promoting Pay Equity” (with Marvin Deversi and Dirk Sliwka)

“Behavioral Consequences of Terminations” (with Timo Vogelsang)

POLICY PAPER

“Bericht zum Forschungsmonitor ‘Unternehmerische Gesellschaftsverantwortung – Corporate Social Responsibility’”, August 2019 (with Philipp Grunau)

Prepared on behalf of the *Federal Ministry of Labour and Social Affairs*

MEDIA COVERAGE

“Bonus mit Haken”

Harvard Business Manager, September 2020

CONFERENCE, SEMINAR AND WORKSHOP PRESENTATIONS

(including scheduled)

2022 *European Accounting Association (EAA) Annual Congress; Workshop of the Center for Social and Economic Behavior (C-SEB); 19th Institutional and Organizational Economics Academy; 18th Annual Conference for Management Accounting Research (ACMAR); Advances with Field Experiments; 26th Annual Society for Institutional and Organizational Economics (SIOE) Conference*

2021 *18th Annual Conference for Management Accounting Research (ACMAR); Brown Bag Seminar in Accounting & Finance, Frankfurt School of Finance & Management; Empirical Research in Management Accounting & Control Conference (ERMAC); 11th EIASM Conference on Performance Measurement and Management Control; Behavioral Management Science Organizational Design & Behavior Workshop; ECONtribute Young Economist Workshop in Applied Economics; 3rd European Association of Young Economists (EAYE) Workshop*

2020 *ACMAR Doctoral Colloquium; ECONtribute and C-SEB Design & Behavior Seminar; Cedefop, Eurofound and IZA Conference on Workplace and Management Practices; Workshop of the Committee for Organizational Economics; Advances with Field Experiments; 7th Empirical Management Conference; Field Days 9th edition*

2019 *Colloquium on Personnel Economics; Workshop of the Center for Social and Economic Behavior (C-SEB); Ohlstadt Workshop on Natural Experiments and Controlled Field Studies; Cologne Seminar in Applied Microeconomics*

TEACHING

TA *Strategic Human Resource Management* (graduate)

TA *Corporate Development* (undergraduate)

TA *Seminar on Empirical Personnel Economics* (graduate)

TA *Seminar on Empirical Personnel Economics* (undergraduate)

Supervision of bachelor's and master's theses

REFEREEING

Oxford Economic Papers

SCHOLARSHIPS AND AWARDS

Studienstiftung des deutschen Volkes (German Academic Scholarship Foundation)

Deutschlandstipendium

DAAD PROMOS Scholarship

Dean's Award for outstanding academic achievements