

Curriculum Vitae

Address: Seminar für Allgemeine Betriebswirtschaftslehre
und Personalwirtschaftslehre
Universität zu Köln
Albertus-Magnus Platz, D-50937 Köln
Germany
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Current Position:
Full Professor of Management, *University of Cologne* (since 2004)

Research Interests
Personnel Economics, Behavioral Economics, Human Resource Management,
Labor Economics, Organizational Economics, Management Accounting

Academic Qualifications and Education

2004 Habilitation and *venia legendi* in Business Administration, *University of Bonn*
(Thesis title: Performance Measurement, Responsibility, and Incentives)

1999 Dr. rer. pol., *University of Bonn* and *European Doctoral Programme in*
Quantitative Economics (Thesis title: On Incentives and the Decentralization of
Decisions in Organizations)

1996-97 European Doctoral Programme in Quantitative Economics, visiting PhD
student *London School of Economics* (LSE)

1995 Diplom Volkswirt, *University of Bonn*

1994-95 Exchange student at *École Nationale de la Statistique et de l'Administration*
Économique (ENSAE) in Paris

Employment

2004- Full Professor of Management, *University of Cologne*

2000-2003 Assistant Professor (wissenschaftlicher Assistent), *University of Bonn*

1999-2000 Consultant Management Accounting, *SAP AG*

1998-1999 Research Assistant *University of Bonn*

1992-1995 Internships at *Deutsche Bank*, *Frankfurter Allgemeine Zeitung*, *Kaufhof AG*,
Volkswagen AG

Honors, Awards, and Grants

2007-2021 Listed among *Personalmagazin's* 40 leading heads in Human Resource
Management in Germany

2015 Albertus-Magnus Prize awarded by the students of the Faculty of
Management, Economics and Social Sciences

- 2013 Hans-Kelsen Research Prize of the *University of Cologne*
- 2013 Albertus-Magnus Prize awarded by the students of the Faculty of Management, Economics and Social Sciences
- 2011- Member of the research unit „*Design & Behavior*“ financed by the *German Research Foundation DFG* (Project: The Design of Incentive Schemes in Firms)
- 2010 Prize *HR Researcher of the Year* (awarded by Haufe, Deutscher Gesellschaft für Personalführung, HR Allianz, BDA)
- 2008- Coordinator *Cologne Graduate School in Management, -Economics, and Social Sciences*, Grant by the Federal State of NRW
- 2005-07 Research project „*Experiments on Incentives in Organizations*“ with B. Irlenbusch and M. Kräkel, financed by the *German Research Foundation DFG*
- 2003 *Walter-Rathenau-Prize* (with Christian Grund) of the *German Economic Association of Business Administration*
- 2003 Best-Paper award, *German Academic Association for Business Research (VHB)*
- 1995-98 PhD scholarship *German Research Foundation DFG*
- 1996-97 PhD exchange scholarship by the *German Academic Exchange Service (DAAD)*

Affiliations and other Professional Activities

- 2019- Member of the scientific advisory council of the *Institute for Employment Research (IAB)* of the German Federal Employment Agency
- 2018- Principal investigator of the Excellence Cluster *Econtribute* of the Universities Cologne and Bonn (2018-21 member of its steering committee)
- 2018- Associate editor *Management Science*
- 2017- Research affiliate *Reinhard Selten Institute*
- 2016- Member of the executive board of the *Excellence Center for Social and Economic Behavior (C-SEB)*, Cologne
- 2015- Principal investigator *Center for Social and Economic Behavior (C-SEB)*, University of Cologne
- 2014- Member of priority program 1764 „*The German Labor Market in a Globalized World*“ financed by the *German Research Foundation DFG* (Project: Human Resource Management and Employee Retention: Empirical Analyses Using new Linked Employer-Employee Data)
- 2013- Member international advisory board of the graduate program “*Evidence-Based Economics*” *University of Munich (LMU)*
- 2011- Research Fellow *cesifo*, Munich
- 2003- Research Fellow *Institut Zukunft der Arbeit (IZA)*, Bonn
- 2008-2017 Academic director *Cologne Graduate School in Management, Economics, and Social Sciences*
- 2005- Research projects with several companies on topics such as *Design of Incentive Plans, Human Capital Management, Talent Management, Women in Leadership Positions, Performance Appraisals*

Refereeing American Economic Journal: Microeconomics, American Economic Review, Contemporary Accounting Research, Deutsche Forschungsgemeinschaft, Die Betriebswirtschaft, Economica, Econometrica, Economic Journal, Economics of Governance, European Economic Review, Experimental Economics, Games and Economic Behavior, Industrielle Beziehungen, International Journal of Industrial Organization, Journal of Economic Behavior and Organization, Journal of Economics and Management Strategy, Journal of Economic Psychology, Journal of Economic Theory, Journal of Institutional and Theoretical Economics, Journal of Labor Economics, Journal of Law, Economics, and Organization, Journal of Public Economics, Journal of Public Economic Theory, Journal of Political Economy, Labour Economics, Management Science, Quarterly Journal of Economics, Rand Journal of Economics, Review of Economic Studies, Review of Managerial Science, Scandinavian Journal of Economics, Zeitschrift für Betriebswirtschaft, Zeitschrift für betriebswirtschaftliche Forschung/Schmalenbachs Business Review

Academic Publications

- Manthei, K., Sliwka, D., & Vogelsang, T. (2021). Performance Pay and Prior Learning: Evidence from a Retail Chain. *Management Science*.
- Kampkötter, P., Petters, L., & Sliwka, D. (2021). Employee Identification and Wages: On the Economics of Affective Commitment. *Journal of Economic Behavior & Organization*.
- Danilov, A., Khalmetski, K. and Sliwka, D. (2021). Descriptive Norms and Guilt Aversion. *Journal of Economic Behavior & Organization*.
- Kajackaite, A. and Sliwka, D. (2020). Prosocial Managers, Employee Motivation, and the Creation of Shareholder Value. *Journal of Economic Behavior & Organization*, 172, 217-235.
- Grund, Christian, Dirk Sliwka, and Krystina Titz (2020). Works councils and performance appraisals. *Journal of Participation and Employee Ownership*, 3(1), 29-50.
- Manthei, K. and Sliwka, D. (2019). Multitasking and Subjective Performance Evaluations - Theory and Evidence from a Field Experiment in a Bank. *Management Science*, 65(12), 5861-5883.
- Khalmetski, K. and Sliwka, D. (2019). Disguising Lies - Image Concerns and Partial Lying in Cheating Games. *American Economic Journal: Microeconomics*, 11(4), 79-110
- Fischer, M., and Sliwka, D. (2018). Confidence in Knowledge or Confidence in the Ability to Learn: An Experiment on the Causal Effects of Beliefs on Motivation. *Games and Economic Behavior*, 111, 122-142.
- Kampkötter, P. and Sliwka, D. (2018). More Dispersion, Higher Bonuses? On Differentiation in Subjective Performance Evaluations. *Journal of Labor Economics*, 36(2), 511-549.
- Kajackaite, A. and Sliwka, D. (2017). Social responsibility and incentives in the lab: Why do agents exert more effort when principals donate? *Journal of Economic Behavior & Organization*, 142, 482-493.

- Sliwka, D. and Werner, P. (2017). Wage increases and the dynamics of reciprocity. *Journal of Labor Economics*, 35(2), 299-344.
- Danilov, A. and Sliwka, D. (2016). Can contracts signal social norms? Experimental evidence. *Management Science*, 63(2), 459-476.
- Kampkötter, P., Harbring, C. and Sliwka, D. (2016). Job rotation and employee performance—evidence from a longitudinal study in the financial services industry. *The International Journal of Human Resource Management*, 1-27.
- Kampkötter, P., Mohrenweiser, J., Sliwka, D., Steffes, S. and Wolter, S. (2016). Measuring the Use of Human Resources Practices and Employee Attitudes: The Linked Personnel Panel. *Evidence-based HRM*, 4(2), 94-115.
- Muehlheusser G., Schneemann, S., Sliwka, D. and Wallmeier, N. (2016). The Contribution of Managers to Organizational Success. *Journal of Sports Economics*.
- Kölle, F., Sliwka, D. and Zhou, N. (2016). Heterogeneity, Inequity Aversion, and Group Performance. *Social Choice and Welfare*, 46(2), 263-286.
- Kampkötter, P. and Sliwka, D. (2016). On the Complementary Use of Experiments and Field Data to Evaluate Management Practices - The Case of Subjective Performance Evaluations. *Journal of Institutional and Theoretical Economics*, 172(2), 364-389.
- Hentschel, S., Mühlheusser, G. and Sliwka, D. (2015). The Impact of Managerial Change on Performance. The Role of Team Heterogeneity. *Economic Inquiry*, 54(2), 1128-1149.
- Conrads, J., Irlenbusch, B., Reggiani, T., Rilke, R. M., and Sliwka, D. (2015). How to Hire Helpers? Evidence from a Field Experiment. *Experimental Economics*, 19(3), 577-594.
- Ockenfels, A., Sliwka, D. and Werner, P. (2015). Timing of Kindness – Evidence from a Field Experiment. *Journal of Economic Behavior & Organization*, 111, 79-87.
- Ockenfels, A., Sliwka, D. and Werner, P. (2015). Bonus Payments and Reference Point Violations. *Management Science*, 61(7): 1496-1513.
- Nieken, P. and Sliwka, D. (2015). Management Changes, Reputational Concerns, and Big Bath-Earnings Management. *Journal of Economics and Management Strategy*, 24(3): 501-522.
- Kampkötter, P. and Sliwka, D. (2014). Wage Premia for Newly Hired Employees: Theory and Evidence. *Labour Economics*, 31: 45-60.
- Berger, J., Harbring, C., and Sliwka, D. (2013). Performance Appraisals and the Impact of Forced Distribution – An Experimental Investigation. *Management Science*, 59(1), 54-68.
- Herbertz, C. and Sliwka, D. (2013). When higher prizes lead to lower efforts – The impact of favoritism in tournaments. *Economics Letters* 120(2), 188–191.
- Danilov, A., Biemann, T., Kring, T., and Sliwka, D. (2013). The dark side of team incentives: Experimental evidence on advice quality from financial service professionals. *Journal of Economic Behavior & Organization*.
- Breuer, K., Nieken, P., and Sliwka, D. (2013). Social ties and subjective performance evaluations: an empirical investigation. *Review of Managerial Science*, 7(2), 141-157.
- McKenzie, T. and Sliwka, D. (2011). Universities as Stakeholders in their Students' Careers: On the Benefits of Graduate Taxes to Finance Higher Education. *Journal of Institutional and Theoretical Economics* 167(4), 726-742.
- Grund, Ch. and Sliwka, D. (2010). Evidence on Performance Pay and Risk Aversion. *Economics Letters* 102, 8-11.

- Nieken, P. and Sliwka, D. (2010). Risk Taking Tournaments. *Journal of Economic Psychology*, 31(3), 254-268.
- Grund, Ch. and Sliwka, D. (2009). The Anatomy of Performance Appraisals in Germany. *International Journal of Human Resource Management* 20, 2049 - 2065.
- Kräkel, M. and Sliwka, D. (2009). Should You Allow Your Employee to Become Your Competitor? - On Non-Compete Agreements in Employment Contracts. *International Economic Review* 50, 117 - 141.
- Mohnen, A., Pokorny, K, and Sliwka, D. (2008). Transparency, Inequity Aversion, and the Dynamics of Peer Pressure in Teams - Theory and Evidence. *Journal of Labor Economics* 26, 693-720.
- Sliwka, D. (2007). Managerial Turnover and Strategic Change. *Management Science* 53(11), 1675-1687.
- Sliwka, D. (2007). Trust as a Signal of a Social Norm and the Hidden Costs of Incentive Schemes, *American Economic Review* 97(3), 999-1012.
- Grund, Ch. and Sliwka, D. (2007). Reference Dependent Preferences and the Impact of Wage Increases on Job Satisfaction: Theory and Evidence. *Journal of Institutional and Theoretical Economics* 163, 313-335.
- Sliwka, D. (2007). On the Notion of Responsibility in Organizations, *Journal of Law, Economics & Organization* 22, 523-547
- Irlenbusch, B. and Sliwka, D. (2006). Career Concerns in a Simple Experimental Labour Market. *European Economic Review* 50, 147-170.
- Kräkel, M. and Sliwka, D. (2006). Strategic Delegation and Mergers in Oligopolistic Contests. *Journal of Economics and Business* 58, 119-136.
- Grund, Ch. and Sliwka, D. (2007). Envy and Compassion in Tournaments. *Journal of Economics and Management Strategy* 14, 187-207.
- Irlenbusch, B. and Sliwka, D. (2005) Reciprocity and Effort Transparency in Employment Relations. *Journal of Economic Behavior and Organisation* 56, 383-403.
- Sliwka, D. (2004). Managementanreize, Signalisierungseffekte und die Kosten vertikaler Integration. *Zeitschrift für Betriebswirtschaft* 74.
- Kräkel, M. and Sliwka, D. (2004) Risk Taking in Asymmetric Tournaments. *German Economic Review* 5, 69-82.
- Sliwka, D. (2003). Anreize, Motivationsverdrängung und Prinzipal-Agenten Theorie. *Die Betriebswirtschaft*. 63, 293-308.
- Höffler, F. and Sliwka, D. (2003). Do New Brooms Sweep Clean? - When and Why Dismissing a Manager Increases the Subordinates' Performance. *European Economic Review* 47, 877-890.
- Lindenthal, S. and Sliwka, D. (2003). Mitbestimmung, Verfügungsrechte und Investitionsanreize. *Zeitschrift für Betriebswirtschaft (Ergänzungsband)* 73 (4), 87-109.
- Sliwka, D. (2003). Organizational Structure and Innovative Activity. *Economics of Governance* 4, 187-214.
- Irlenbusch, B. and Sliwka, D. (2003). Zu impliziten Anreizen in Arbeitsbeziehungen - eine experimentelle Studie. *Zeitschrift für Betriebswirtschaft (Ergänzungsband)* 73 (5), 71-94.

- Sliwka, D. (2002). On the Use of Nonfinancial Performance Measures in Management Compensation. *Journal of Economics and Management Strategy* 11, 487-511.
- Sliwka, D. (2001). Never Change a Winning Team - Team-Entlohnung und implizite Kooperation. *Zeitschrift für betriebswirtschaftliche Forschung* 53, 777-798.
- Schmitz, P. and Sliwka, D. (2001). On Synergies and Vertical Integration. *International Journal of Industrial Organization* 2001 (19), 1281-1295.
- Sliwka, D. (2001). On the Costs and Benefits of Delegation in Organizations. *Journal of Institutional and Theoretical Economics* 157, 568-590.
- Schmitz, P. and Sliwka, D. (1998). Die Bedeutung von privater Information für Vertragsbeziehungen zwischen Käufern und Verkäufern. *Homo Oeconomicus* 15 (2), 233-243.

Working Papers

- Alfitian, J., Sliwka, D., & Vogelsang, T. (2021). When Bonuses Backfire: Evidence from the Workplace.
- Manthei, K., Sliwka, D., & Vogelsang, T. (2021). Information Provision, Incentives, and Attention: A Field Experiment on Facilitating and Influencing Managers' Decisions. IZA Discussion Paper No. 14199.
- Butschek, S., Amor, R. G., Kampkötter, P., & Sliwka, D. (2019). Paying Gig Workers—Evidence from a Field Experiment. IZA Discussion Paper No. 12667.
- Manthei, K., Sliwka, D., & Vogelsang, T. (2019). Talking about Performance or Paying for it? Evidence from a Field Experiment. IZA Discussion Paper No. 12446.
- Höffler, F. and Sliwka, D. (2013). Internal Incentive Structure and the Choice of Business Strategies.
- Berger, J., Herbertz, C. and Sliwka, D. (2011). Incentives and Cooperation in Firms: Field Evidence. *IZA Discussion Paper No. 5618*.
- Berger, J., Herbertz, C. and Sliwka, D. (2011). Managerial Incentives and Favoritism in Promotion Decisions: Theory and Field Evidence. *IZA Discussion Paper No. 5543*.

Other publications

- Grunau, P., Kampkötter, P. and Sliwka, D. (2021): Mehr "Wir" weniger Ziele - Teamleistung und Unternehmenserfolg spielen eine immer größere Rolle im Vergütungsmix. *Personalmagazin*, 23(6), 22-27.
- Sliwka, D. (2020). Bonus Plans, Subjective Performance Evaluations, and Career Concerns. *Handbook of Labor, Human Resources and Population Economics*, 1-26.
- Sliwka, D. (2020). Bonuses and performance evaluations. *IZA World of Labor*, 478 doi: 10.15185/izawol.478.
- Biemann, T., Englmaier, F., Sliwka, D. and Weller, I. (2017). People Analytics – Personaldaten als Erfolgsfaktor. *PersonalQuarterly*.

- Kampkötter, P., Laske, K. and Sliwka, D. (2015). Variable Vergütung in Deutschland – ein Überblick. *PersonalQuarterly* 3, 10-15.
- Kampkötter, P., and Sliwka, D. (2013). Trotz subjektiver Leistungsbeurteilung zu aussagekräftigen Ergebnissen kommen. *PersonalQuarterly*, 2, 46-49.
- Cetnarowski, I., Breuer, K. and Sliwka, D. (2013). Karriere in Teilzeit – Ein schwieriges Unterfangen mit „Klebeeffekt“. *PersonalQuarterly*, 65(3), 26-30.
- Vergütung: Zwischen Mythos und Wahrheit. In: *Personal* 12/09 (2009), Seiten: 38-40 Mit M. Emmerich, P. Kampkötter.
- Richtig vergüten - Kultur stärken. In: *Personalmagazin* 07/09 (2009), Seiten: 32-33. Mit J. Berger, F. Hauser, C. Herbertz.
- Vergütungstrends: Pauschal ist perdu. In: *Die Bank* 06/09 (2009), Seiten: 68-72 Mit M. Emmerich, A. Enneking, P. Kampkötter.
- Humankapital bewerten. In: *Personalmagazin* 05/09 (2009), Seiten: 18-21 Mit K. Breuer, P. Kampkötter.
- Variable Vergütung in der Unternehmenspraxis: Anreiz zur Leistung. In: *Die Bank* 1 (2008), 83-86 (mit M. Emmerich und P. Kampkötter).
- Stichworte zum Bereich „Personalökonomie“ in *Vahlens Großes Personallexikon*, mit Matthias Kräkel und Christian Grund.
- Buchbesprechung „Organisation und Motivation“ von P.-J. Jost, *Management Revue*, Heft 3 (2002), 234-237.
- Innerbetriebliche Aufgabenverteilung und Delegation, in Jost, P. (Hg.): *Die Prinzipal-Agent-Theorie in der Betriebswirtschaftslehre*. (2001), Stuttgart: Schäffer-Poeschel, 331-357 (mit Matthias Kräkel).
- Delegation, Spezialisierung und optimale Entlohnung, *WiSu das Wirtschaftsstudium* (2001), 1344-1352 (mit Matthias Kräkel).
- Job Enlargement oder Spezialisierung? - Das Prinzip der ähnlichen Kompensation und die optimale Aufgabenverteilung in Organisationen, in Backes-Gellner, U. et al. (Hg.): *Flexibilisierungstendenzen in der betrieblichen Personalpolitik*, München und Mering: Rainer Hampp Verlag (2000), 67-83.