

CURRICULUM VITAE | JAKOB ALFITIAN

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CURRENT POSITION

Research Assistant

since 04/2018

*Seminar of Personnel Economics and Human Resource Management,
Area Corporate Development,
Faculty of Management, Economics and Social Sciences,
University of Cologne*

EDUCATION

Doctoral Candidate

since 06/2018

*Faculty of Management, Economics and Social Sciences,
University of Cologne*

Supervisors: Dirk Sliwka and Matthias Heinz

M. Sc. Economics, *University of Cologne*

10/2015 – 06/2018

Studies Abroad, *Bocconi University*

02/2017 – 06/2017

B. Sc. Business Administration, *University of Cologne*

10/2012 – 06/2015

Studies Abroad, *University of Victoria*

08/2014 – 12/2014

RESEARCH INTERESTS

Personnel Economics, Organizational Economics, Labor Economics

RESEARCH VISITS

INSEAD

09/2022 – 10/2022

Institute for Employment Research

09/2019 – 11/2019

PEER-REVIEWED PAPER

“When Bonuses Backfire: Evidence from the Workplace”

(with Dirk Sliwka and Timo Vogelsang)

Management Science (forthcoming)

WORKING PAPER

“The Hidden Costs of Dismissal: Behavioral Consequences of Impending Termination”

(with Timo Vogelsang)

Revision requested at *Journal of Labor Economics*

“Closing the Gender Pay Gap in Salary Increases: Evidence from a Field Experiment on Promoting Pay Equity”

(with Marvin Deversi and Dirk Sliwka)

Revision requested at *Journal of Labor Economics*

WORK IN PROGRESS

“Employee Absence and Firm Performance: Evidence from Retail”

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

“Closing the Gender Pay Gap: A Fresh Approach”

IZA World of Labor, September 2023

CONFERENCE, SEMINAR, AND WORKSHOP PRESENTATIONS

- 2023 *Economics of Firms & Labor; Workshop on Field Experiments in Economics and Business*
- 2022 *European Accounting Association (EAA) Annual Congress; Workshop of the Center for Social and Economic Behavior (C-SEB); 19th Institutional and Organizational Economics Academy; Advances with Field Experiments; 26th Annual Society for Institutional and Organizational Economics (SIOE) Conference; INSEAD Brown Bag Seminar*
- 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

- Lecture in *Corporate Development* (undergraduate)
- Tutorial in *Strategic Human Resource Management* (graduate)
- Seminar on *Empirical Personnel Economics* (undergraduate/graduate)
- Supervision of bachelor's and master's theses

REFEREEING

Oxford Economic Papers

SCHOLARSHIPS AND AWARDS

- Studienstiftung des deutschen Volkes (German Academic Scholarship Foundation)*
- Dean's Award for outstanding academic achievements*

Last updated on March 27, 2024.