

CURRICULUM VITAE | JAKOB ALFITIAN

Chair of Personnel Economics and Human Resource Management,
Prof. Dr. Dirk Sliwka | University of Cologne
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POSITIONS

Research Assistant <i>Chair of Personnel Economics and Human Resource Management, Prof. Dr. Dirk Sliwka, 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

Ph. D. 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)
[Short video presentation](#)

WORK IN PROGRESS

“Behavioral Consequences of Managerial Punishments: The Effect of Termination Notices on Employee Absenteeism” (with Timo Vogelsang)

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

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

- 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*
- 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 <i>Strategic Human Resource Management</i> (graduate)	Fall 2020, Fall 2021
TA <i>Corporate Development</i> (undergraduate)	Spring 2020, Spring 2021
TA <i>Seminar on Empirical Personnel Economics</i> (undergraduate)	Fall 2018, Fall 2019, Fall 2020
Supervision of bachelor's and master's theses	

REFEREEING

Oxford Economic Papers

SCHOLARSHIPS AND AWARDS

<i>Studienstiftung des deutschen Volkes (German Academic Scholarship Foundation)</i>	2015–2018
<i>Deutschlandstipendium</i>	2013–2015
<i>DAAD PROMOS Scholarship</i>	2014
<i>Dean's Award for outstanding academic achievements</i>	2014

Last updated on October 12, 2021.