Current Research Projects: People & Topics

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The Projects: A Landscape

Organizational Economics

Incentives and Performance

Executive and Management Compensation

Sports Economics

Markets for IT-Services
## The Projects (I): Organizational Economics

### The Economic Performance of Organizations

#### The Efficiency of Organizations

### Different Types of Organizations...

<table>
<thead>
<tr>
<th>Profit-Maximizing Firms in ...</th>
<th>Win and/or Utility-Maximizing Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auto-mobile Industry</td>
<td>Professional Sports Clubs</td>
</tr>
<tr>
<td>Oil and Film Industry</td>
<td>Christian Churches</td>
</tr>
<tr>
<td>IT Industry</td>
<td>Public Theaters</td>
</tr>
<tr>
<td>Wine and Gastro-nomy</td>
<td>Charities</td>
</tr>
</tbody>
</table>

### Different Time Periods...

<table>
<thead>
<tr>
<th>recent</th>
<th>2010-present</th>
<th>1982-present</th>
<th>recent</th>
<th>1982-present</th>
<th>1946-present</th>
<th>1980-present</th>
<th>2002-present</th>
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### Different Tools and Methods...

<table>
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<tr>
<th>Panel Econometrics</th>
<th>Stochastic Frontier Analysis</th>
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Clinical Studies in Cooperation with Volkswagen AG

1. The Costs of Shiftwork: Absenteeism in a Large German Automobile Plant (under review; Stress and Health; with Robert Simmons and Friedrich Stein)

2. Timing Matters: Worker Absenteeism in a Weekly Backward Rotating Shift System (under review; Industrial and Labor Relations Review; with Robert Simmons and Friedrich Stein)

3. Individual Job Satisfaction and Team Performance (with Cornelius Markert)

4. Sickness Benefits, Dismissal Protection, and Absenteeism (with Cornelius Markert)

5. Incentive Pay, Worker Involvement, and Firm Performance: Theory and Evidence
# The Projects (III): Executive and Management Compensation

## Research Question

<table>
<thead>
<tr>
<th>Projects</th>
<th>Gender Differences in Pay Levels and Components</th>
<th>Impact of Performance Management Systems on Employee and Firm Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Is there any evidence of pay discrimination in this industry where women are under-represented? What about career progress and availability of bonus payments for men and women?</td>
<td>How widespread are performance management systems in DAX and MDAX companies? Which factors determine their implementation? What is their impact on employee and firm performance (e.g. revenues, profitability, share prices, dividends)?</td>
</tr>
</tbody>
</table>

## Data Source

The Projects (IV): On-The-Fly Computing (SFB 901) / Market for IT-Services

The Impact of Reputation, Warranties, and Certificates on Firm Performance

1. Platform and Producer Effects in the Market for Video Games (with Daniel Kaimann)

2. The Impact of Eco-Certifications on the Performance of German Wineries (with Patrizia Fanasch)

3. The Impact of Customer Evaluations and Expert Reviews on Hotel Prices (with Lena Holzweissig and Daniel Kaimann)

4. The Impact of Customer Reviews on App Downloads (with Daniel Kaimann)
The Projects (V): Sport Economics and Sport Management

1. The Monetary Value of Having a First Division Bundesliga Team to Local Residents (revise and resubmit; *Schmalenbach Business Review*; with Pamela Wicker)

2. Monetary Valuation of “Major League City Status” Using CVM: The Role of Survey Timing (under review; *Methodology*; with Pamela Wicker)

3. The Inspirational Effect of Role Models in Soccer: A Gender Specific Analysis (revise and resubmit; *Managing Sport and Leisure*; with Pamela Wicker)

4. Human Capital, Personnel Turnover, and Team Performance: Evidence from German Bundesliga Football (with Stefan Göke and Robert Simmons)

5. Age-Related Differences in the Performance of Elite and Leisure Marathon Runners (with Hendrik Schmitz)
The Projects (V): Sport Economics and Sport Management

6. The Detrimental Effects of Player Opportunism on Team-Performance: Quasi-Experimental Evidence from the National Football League (to be submitted; *Sport Management Review*; with Dennis Coates)

7. The Impact of Mandatory Helmet Use on Career Length in the National Hockey League (with Claus Reinsberger)

8. Are Women Really Less Competitive Than Men? Career Duration in Alpine and Nordic Skiing (with Katharina Moser)

9. The Impact of Sport Sponsorships on University Reputation (with Dirk Semmelroth)

10. Information Precision in Online Communities: Player Valuations on [www.transfermarkt.de](http://www.transfermarkt.de) (with Franziska Prockl)
11. Player and Market Value Estimations are Excellent Proxies for Player Salaries: Empirical Evidence from Bundesliga, Major League Soccer and Ligue 1/2

12. Talent Allocation, Team Performance and Competitive Balance
1. The Revenue Potential of Product Differentiation: Empirical Evidence from the Croatian Restaurant Industry (with Olivier Gergaud and Petra Matic)

2. The Demand for Restaurants in Europe (with Olivier Gergaud and Laure Saulais)

3. Reputation and Survival in a Competitive Environment: Empirical Evidence from the German Wine Industry (with Bodo Steiner)

4. The Impact of Individual and Collective Reputation on Wine Prices: A Quantile Regression Approach (under review; with Robert Simmons)
The Projects (VII): Economics of Religion

1. Losing My Religion: The Impact of Tax Regimes on Exits from the Catholic and Protestant Church in Germany, 1960-2013 (with Katharina Moser and Robert Simmons)

2. The Impact of Exogenous Shocks on Exits from the Catholic and Protestant Churches in Germany, 1953-2015 (under review; with Robert Simmons)
The Projects (VIII): Team Composition

1. Over the Top: Team Composition and Team Performance in Himalayan Expeditions (under review; with Anica Rose)

2. Gender Diversity is Detrimental to Team Performance: Evidence from Five Consecutive Years of an Undergraduate Business Strategy Game (with André Kolle and Anica Rose)
The Projects (IX): Miscellaneous Projects

1. The Economic Performance of Charitable Organizations: Empirical Evidence from Germany (revise and resubmit; *Schmalenbach Business Review*; with Robert Simmons and Pamela Wicker)

2. The Effect of Leisure Activities on Academic Performance (with Laura Kellner)

Recent Publications (I)


Recent Publications (II)

Structure and Determinants of Expected and Realized Starting Salaries of German University Students: Identical or Different? *Education Economics*, 24 (2016) 3-4, pp. 374-392 (with Michael Maihaus)


Recent Publications (III)