

# CURRICULUM VITAE – DR. ELENA SHVARTSMAN

## CONTACT DETAILS

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WHU – Otto Beisheim School of Management  
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## POSITIONS AND AFFILIATIONS

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Since 2020      Assistant Professor of Economics, WHU, Vallendar  
Since 2017      Research Affiliate, Institute of Labor Economics (IZA), Bonn

## PREVIOUS ACADEMIC & NON-ACADEMIC EMPLOYMENT

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2016 – 2019      Post-doctoral Researcher, University of Basel  
2013 – 2016      Research and Teaching Assistant, University of Basel  
2013 – 2017      Analyst (part-time and freelancing), AQ Investment AG, Zurich  
2009 – 2013      Analyst (full- and part-time), CYD Research GmbH, Zurich

## EDUCATION

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2011 – 2016      Ph.D./Dr. rer. pol. (*summa cum laude*), University of Basel  
2008 – 2010      M.Sc. in Business and Economics, University of Basel  
2004 – 2007      B.A. in Business and Economics, University of Basel  
2005 – 2006      European Studies, Erasmus Exchange, University of Aarhus

## PUBLICATIONS AND RESEARCH

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### PUBLICATIONS IN PEER-REVIEWED JOURNALS

Overexertion of effort under working time autonomy and feedback provision, (with Thomas Dohmen), *Journal of Economic Behavior & Organization*, 2023, 212, pp. 1255–1266, [DOI](#)

The anticipation and adaptation effects of intra- and interpersonal wage changes on job satisfaction, (with Patric Diriwächter), *Journal of Economic Behavior & Organization*, 2018, 146, pp. 116–140, [DOI](#)

Stressed by your job: Does personnel policy matter?, (with Michael Beckmann), *Schmollers Jahrbuch*, 2015, 135(4), pp. 429–463, Special Issue on *Health and Labour Markets*, [DOI](#)

### NON-REFEREED ARTICLES

Das interkantonale Arbeitslosigkeitsgefälle schwankt stark, (with George Sheldon), *Die Volkswirtschaft*, 2019, 4, pp. 38–40, [pdf](#)

### SELECTION OF CURRENT PROJECTS

High involvement management and affective commitment, (with Michael Beckmann and Philipp Grunau), mimeo

Individual willingness to entrust forecasts to algorithms, (with Gwendolin Sajons and Johannes Müller-Trede)

The impact of stress on risk taking, (with Si Chen, Thomas Dohmen, Yana Radeva, and Anna Schulze Tilling)

Working time autonomy under performance uncertainty and acute stress, (with Thomas Dohmen), mimeo

## RESEARCH GRANTS

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2019	The Diligentia Foundation for Empirical Research (with Thomas Dohmen and Si Chen)
2019	WWZ Forum Research Grant (with Gwendolin Sajons)
2018	Freiwillige Akademische Gesellschaft Basel (with Gwendolin Sajons)
2017	Swiss National Science Foundation (SNSF) Scientific Exchange Grant

## PRESENTATIONS (last five years)

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2023	Colloquium on Personnel Economics (COPE), Vrije Universiteit Amsterdam; Lüneburg Workshop on Microeconomics; TIBER Symposium on Psychology and Economics, Tilburg University (Poster)
2022	COPE, Aarhus University; Lüneburg Workshop on Microeconomics; University of Trier (invited)
2021	Lüneburg Workshop on Microeconomics (digital); Verein für Socialpolitik (digital)
2020	Carlos III, Madrid (invited, digital); COPE, University College London (cancelled); Leuphana University (invited, cancelled)
2019	Coller Conference on Behavioral Economics, Tel Aviv University (Poster); ESA European Meeting, Burgundy School of Business, Dijon

## TEACHING

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Since 2023	Introduction to Economics, Bucerius Law School
Since 2019	Microeconomics, WHU
2018/19	Colloquium “Modern Employment Arrangements”, U Basel
2014 – 2018	Seminar “Labour Economics, Human Resources and Organization”, Co-Teaching, U Basel
2013 – 2018	Bachelor theses in the seminar “Empirical Personnel and Organizational Economics”, Co-Teaching, U Basel
2013/14/19	Seminar “Current Topics in Economics”, Co-Teaching, U Basel
2014	Personnel Economics, TA, U Basel
2013	Organizational Behaviour, TA, U Basel

## SERVICE TO THE PROFESSION

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### REFEREEING (\*indicates multiple)

Bulletin of Economic Research, Journal of Economic Behavior & Organization, Journal of Labour Market Research, Labour Economics\*, Leadership Quarterly\*, Review of Managerial Science\*, Small Business Economics, Schmollers Jahrbuch, COPE, Spring Meeting of Young Economists\*

## REFERENCES

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References are gladly provided upon request