
Contact Address

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Research Interest

Education, Labor and Behavioral Economics;
Management Practice related to Recruitment and Training

Affiliations

BIBB, IZA, ROA/ Maastricht University, UNU-Merit

Current Position and Professional Career

04/2017 – present	Research Associate Federal Institute for Vocational Education and Training (BIBB), Division 1.3 - Economics of VET, Bonn, Germany
04/2011 – 03/2017	Resident Research Affiliate IZA – Institute for the Study of Labor, Bonn, Germany
11/2008 – 03/2011	Student Research Assistant IZA - Institute for the Study of Labor, Bonn, Germany
07/2007 – 10/2008	Student Research Assistant Chair for Empirical Social and Economic Research, University of Cologne, Germany
06/2006 – 06/2007	Student Assistant GESIS - Data Archive for the Social Sciences, Cologne, Germany

Research Projects (Project Leader)

07/2019 – 12/2023	Firms' Training and Recruitment Decisions (with H. Pfeifer; eight project members) <ul style="list-style-type: none">- Development and Conduction of Data Collection Modules and Vignette Studies in three Surveys interviewing Firm Decision Makers;- Supervision of two PhD Theses in Cooperation with ROA/Maastricht University and one Bachelor Thesis in Cooperation with Cologne University
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Education

- 08/2012 – 05/2018 **Ph.D. in Education Economics and Governance**
Maastricht University – School of Business and Economics; UNU-Merit/Maastricht Graduate School of Governance, Maastricht, The Netherlands
Supervisors: L. Borghans, T. Schils
Thesis: “Too Scared to Achieve? The Relation between Neuroticism, Conscientiousness and Socio-Economic Outcomes”
- 04/2005 – 01/2011 **Diplom-Volkswirtin (equ. M.A. Economics),**
University of Cologne, Germany
Supervisors: C. Fuest, A. Peichl
Thesis: “Can a Minimum Wage Efficiently Reduce Poverty? A Microsimulation Approach for Germany”
- 08/2008 – 10/2008 **Studies in Sociology and Empirical Research,**
Utrecht University, The Netherlands
- 10/2003 – 03/2005 **Studies in Regional Sciences Latin America (Specialization Economics),** University of
Cologne, Germany

Publications

A. Refereed Journals

- 2022 **Do Recruiters Select Workers with Different Personality Traits for Different Tasks? A Discrete Choice Experiment,** Labour Economics, 78: 1-14 (with A. de Grip and H. Pfeifer).
Open Access: <https://doi.org/10.1016/j.labeco.2022.102186>
- 2021 **Who are the low Educational Achievers? An Analysis in Relation to Gender, Emotional Stability and Conscientiousness,** Applied Economics, 53 (46): 5354-5368 (with T. Schils).
Open Access: <https://doi.org/10.1080/00036846.2021.1922592>
- 2017 **Labor Market Reforms in Europe – Towards More Flexicure Labor Markets?,** Journal for Labour Market Research, 51 (3): 1-17 (with W. Eichhorst and P. Marx).
Open Access: <https://doi.org/10.1186/s12651-017-0231-7>
- 2016 **Euroskepticism, Income Inequality and Financial Expectations,** B.E. Journal of Economic Analysis and Policy, 16 (2): 539-576 (with J. Ritzen and K. F. Zimmermann).
Open Access: <https://doi.org/10.1515/bejeap-2015-0052>

B. Books/ Book Chapters

- 2018 **Too Scared to Achieve? The Relation between Neuroticism, Conscientiousness and Socio-Economic Outcomes,** PhD Thesis, Maastricht University.
- 2016 **Neue Qualität der Arbeit?,** in Badura, B., Ducki, A., Schröder, H., Klose, J., und Meyer, M. (Hrsg.), Fehlzeiten-Report 2016. Unternehmenskultur und Gesundheit - Herausforderung und Chancen, Kapitel 2 (with W. Eichhorst und V. Tobsch).

C. Policy Reports

- 2020 **Training in Germany – An Investment to Counter the Skilled Worker Shortage. Results of the 2017/18 BIBB Cost-Benefit Survey,** BIBB Report No. 3 (with G. Schönfeld, F. Wenzelmann, H. Pfeifer, P. Risius).

2013

IZA Research Report No. 54: Social Protection Rights of Economically Dependent Self-employed Workers, report based on a study conducted for the European Parliament (with W. Eichhorst et al.).

D. Work in Progress

Wage Returns to Job Tasks and Personality Traits in Germany, joint with D. Rohrbach-Schmidt, S. Krüger, and C. Ebner. **R & R** at **International Journal of Manpower**.

Do Firms With Works Councils Prefer Agreeable Job Applicants? A Discrete Choice Experiment, joint with A. de Grip, J. Kensbock, and H. Pfeifer.

Managers' Risk Preferences and Firm Training Investments, IZA DP No. 15043, joint with M. Caliendo, D. Cobb-Clark, H. Pfeifer, and A. Uhlendorff.

Recruiters Preferences when Hiring Skilled Workers for Innovative Firms, joint with L. Minssen, M. Levels, and H. Pfeifer. **Under Review** at **Research Policy**.

Leadership Mobility and Risk Preference Change, joint with Becker D.

Migration Background and Recruiters' Hiring Preferences for VET Applicants, joint with A. Shirshikova, F. Cörvers, R. Montizaan, and H. Pfeifer.

Recruiters' Preferences: Firms' Culture Impact on Gender Occupational Segregation, joint with L. Minssen, M. Levels, and H. Pfeifer.

Personality and Mental Health: The Role and Substitution Effect of Emotional Stability and Conscientiousness, IZA DP No. 10337, joint with T. Schils and L. Borghans.

Teaching

Since 2018 (Spring Term)	Bachelor: Practical Seminar on Working Conditions in Germany (Developing a Research Question, Quantitative Analysis with Stata, and Writing a Research Paper) (with D. Rohrbach-Schmidt), Faculty of Management, Economics and Social Science, University of Cologne, Germany
Since 2020	Supervision PhD Thesis by C. Link (with D. Fouarge and H. Pfeifer), School of Business and Economics, Maastricht University, The Netherlands
Since 2020	Supervision PhD Thesis by L. Minßen (with M. Levels and H. Pfeifer), School of Business and Economics, Maastricht University, The Netherlands
2019-2020	Supervision Bachelor Thesis by A. Beiz (with M. Jacob), Faculty of Management, Economics and Social Science, University of Cologne, Germany
2019	Master: Practical Seminar in Firms - Economic Case Study (with T. Schils), School of Business and Economics, Maastricht University, The Netherlands
2017	PhD Applicants: Academic Writing and Proposal Presentation , Program: Evidence-Based Policy Research Methods (EPRM), University Maastricht/ Maastricht Graduate School of Governance, The Netherlands
2016	PhD Applicants: Academic Writing and Proposal Presentation , Program: Evidence-Based Policy Research Methods (EPRM), University Maastricht/ Maastricht Graduate School of Governance, The Netherlands

Conference, Workshop Presentations and Invited Talks

2022	7th Congress on Research in Vocational Education and Training at the Swiss Federal Institute for Vocational Education and Training (SFIVET) , Zollikofen, Switzerland; SASE 2022 , Amsterdam, The Netherlands
2021	Friday Lunch Talk , Swiss Leading House on Economics of Education: Firm Behaviour and Training Policies at University Zurich, Switzerland; Advisory Board Meeting at BIBB, Bonn, Germany
2020	23rd Colloquium on Personnel Economics (COPE) , London, UK (cancelled due to Covid-19); 34th Annual Conference of the European Society for Population Economics (ESPE) , Barcelona, Spain (cancelled due to Covid-19); Cedefop, Eurofound and IZA Conference on Workplace and Management Practices , Dublin, Ireland
2019	Frühjahrstagung Sektion „Soziale Ungleichheit und Sozialstrukturanalyse“ , WZB Berlin, Germany; SASE 2019 , New York, USA
2018	3rd International NEPS Conference , Bamberg, Germany; HEIRS 2018 , Naples, Italy
2017	UCD PhD Conference in Behavioral Science , Dublin, Ireland
2016	HEIRS 2016 , Lugano, Italy; University Tübingen/LEAD Graduate School Retreat , Bad Urach, Germany; 19th IZA Summer School in Labor Economics , Ammersee, Germany; Stirling PhD Conference in Behavioural Science , Stirling, UK
2015	ECPR General Conference , Montréal, Canada
2014	3rd Potsdam PhD Workshop in Empirical Economics , Potsdam, Germany; IZA Brown Bag Seminar , Bonn, Germany

Organization of Seminars and Conferences

11/2019	2nd BIBB Conference - The Economics of Vocational Education and Training , Siegburg, Germany (with H. Pfeifer and F. Wenzelmann)
06/2016	European Commission/IZA Conference , Brussels, Belgium (with W. Eichhorst)
03/2016	ILO/IZA Conference: Assessing the Effects of Labor Market Reforms - A Global Perspective , Geneva, Switzerland (with W. Eichhorst)
10/2015	IZA/OECD Employment Seminar , Paris, France (with W. Eichhorst)
10/2014 – 03/2017	IZA Policy Seminar : monthly seminar series at IZA, Bonn, Germany
07/2013	IZA/VEF Workshop : A European Labor Market with Full Employment, More Income Security and Less Income Inequality in 2020, Bonn, Germany (with J. Ritzen)