

January 2021

ANDERS FREDERIKSEN

ORCID 0000-0002-4024-9420



PERSONAL INFORMATION

Nationality : Danish
Date of Birth : 19 September 1976

CORRESPONDENCE

Department of Business Development and Technology
Business and Social Sciences
Aarhus University
Birk Centerpark 15
7400 Herning – Denmark

T: +45 61620207

E: afr@btech.au.dk

W: [https://pure.au.dk/portal/da/persons/anders-frederiksen\(31e695f8-17eb-4039-8f54-6138619e9de5\).html](https://pure.au.dk/portal/da/persons/anders-frederiksen(31e695f8-17eb-4039-8f54-6138619e9de5).html)

PROFILE

Anders Frederiksen is professor in business economics and econometrics at Aarhus University (AU), Denmark. He has served as Head of Department at Department of Business Development and Technology (AU) since 2015, and is the Director of Center for Corporate Performance (domiciled at Copenhagen Business School).

Anders Frederiksen obtained his PhD in economics from AU (2005). During his PhD studies, he was Leschly Fellow at the Industrial Relations Section at Princeton University. Subsequently he earned a Marie Currie Fellowship at Stanford University and became W. Glen Campbell & Rita Ricardo Campbell National Fellow at the Hoover Institution at Stanford University.

Anders Frederiksen's main research area is personnel economics and more broadly labor economics; and he teaches within these fields. The purpose of this research is to understand the internal workings of companies including incentive structures, career development and performance management. His work has been published in top economics journals such as the Journal of Political Economy, Review of Economic Studies, the Economic Journal, Journal of Labor Economics, and Journal of Econometrics. For academic excellence he has received the Tuborg and Tietgen awards.

Anders Frederiksen has been generously funded by the Danish Research Council, The European Commission, The Foundation for Danish Industries and private companies to conduct research within personnel economics and to run Center for Corporate Performance

CURRENT POSITIONS

2015 - **Head of Department, Department of Business Development and Technology (BTECH), Aarhus BSS, Aarhus University**
2012 - **Professor in Business Economics and Econometrics, Aarhus University**
2014 - **Director of Center for Corporate Performance, CBS**

2018-2021 **Board member Ikast-Brande Gymnasium (High school)**
 2018-2020 **Board member Center for Erhvervsforskning (CEF)**
 2017 - **AUHE MidtVest's Støttefond (Observer)**
 2019 - **RAR Vestjylland (Aarhus University representative)**

ACADEMIC QUALIFICATIONS

2005 **PhD, Aarhus University**
 2003 – 2004 Visiting graduate student, Industrial Relations Section, Princeton University
 2001 Visiting graduate student, Institute for the Study of Labor (IZA) and Bonn Graduate School of Economics
 2001 **MSc in Economics and Econometrics, University of Southampton**
 2000 **BA in Economics, University of Aarhus**

TEACHING EXPERIENCES

HR Analytics, Master's Program
 Statistics/Econometrics, Undergraduate/Master's Program
 Personnel Economics, Master's Program
 Labor Economics, Undergraduate/Master's Program

Supervision: Phd, Master, and Bachelor levels

AWARDS

2008 Tietgenprisen
 2005 – 2007 W. Glen Campbell & Rita Ricardo Campbell National Fellow, Hoover Institution, Stanford University
 2003 – 2004 Leschly Fellowship, Princeton University
 2001 Tuborgprisen

PUBLICATIONS

Responding to Regulation: The Effects of Changes in Mandatory Retirement Laws on Firm-Provided (2020) Joint with C.F. Manchester, *Forthcoming in Journal of Labor Economics*

Employee absence: An organizational perspective (2020) Joint with J. Eskildsen and AK Løkke, IZA DP # 11889, *Forthcoming in Applied Economics*. <https://doi.org/10.1080/00036846.2020.1861206>

Mining the North: Local Impacts (2020) Joint with M. D. Kadenic, *Labour Economics*, vol 63, pages xx-xx. [10.1016/j.labeco.2019.101790](https://doi.org/10.1016/j.labeco.2019.101790)

Supervisors and Performance Management Systems (2020) Joint with L. B. Kahn and F. Lange, *Journal of Political Economy*, vol. 128(6), pages 2123-2187. <https://doi.org/10.1086/705715>

Consumption network effects (2020) Joint with G. De Giorgi & L. Pistaferri, *Review of Economic Studies*, vol. 87(1), pages 130-163. <https://doi.org/10.1093/restud/rdz026>

Human Capital and Career Success: Evidence from Linked Employer-Employee Data (2018) Joint with T. Kato, *Economic Journal*, vol. 128(613), pages 1952-1982.

Subjective Performance Evaluations and Employee Careers (2017), joint with F. Lange and B. Kriechel, *Journal of Economic Behavior and Organization*, vol. 134(feb), pages 408-429.
<http://dx.doi.org/10.1016/j.jebo.2016.12.016>

Job Satisfaction and Employee Turnover: A Firm-level Perspective (2017) *German Journal of Human Resource Management, Special issue on Personnel Economics*, 31(2) 132-161.
<https://doi.org/10.1177/2397002216683885>

Income Inequality: The Consequences of Skill-upgrading When Firms Have Hierarchical Organizational Structures (2016) Joint with O. Poulsen, *Economic Inquiry*, vol. 54(2), pages 1224-1239. <https://doi.org/10.1111/ecin.12295>

Within- and Cross-firm Mobility and Earnings Growth (2016) Joint with T. Halliday and A. Koch, *Industrial and Labor Relations Review*, Vol. 69(2), pages 320-353.
<https://doi.org/10.1177/0019793915611412>

The Increased Importance of Sector Switching: A Study of Trends Over a 27-Year Period (2014) Joint with J. Rosenberg-Hansen, *Administration & Society*, Dec., pages 1-28.
<https://doi.org/10.1177/0095399714555750>

Incentives and Earnings Growth (2013) *Journal of Economic Behavior and Organization*, vol. 85(jan), pages 97-107. <https://doi.org/10.1016/j.jebo.2012.11.005>

Labour Market Signaling and Unemployment Duration: An Empirical Analysis Using Employer-employee Data (2013) Joint with R. Ibsen, M. Rosholm and N. Westergaard-Nielsen, *Economic Letters*, vol. 118(1), pages 84-86. <https://doi.org/10.1016/j.econlet.2012.09.032>

Promotions, Dismissals and Employee Sorting: Theory and Evidence (2011) Joint with E. Takáts, *Journal of Law, Economics and Organization*, vol. 27(1), pages 159-179. <https://doi.org/10.1093/jleo/ewp017>

Gender Differences in Job Separation Rates and Employment Stability: New Evidence from Employer-Employee Data (2008) *Labour Economics*, vol. 15(5), pages 915-937.
<https://doi.org/10.1016/j.labeco.2007.07.010>

Overtime Work, Dual Job Holding and Taxation (2008) Joint with E. K. Graversen and N. Smith, *Research in Labor Economics*, vol. 28, pages 25-55.

Discrete Time Duration Models with Group-level Heterogeneity (2007) Joint with Bo E. Honoré and Luoqia Hu, *Journal of Econometrics*, vol. 141(2), pages 1014-1043.
<https://doi.org/10.1016/j.jeconom.2006.12.003>

Where Did They Go? - Modeling Transitions Out of Jobs (2007) Joint with N. Westergaard-Nielsen, *Labour Economics*, vol. 14(5), pages 811-828. <https://doi.org/10.1016/j.labeco.2006.09.003>

Tax Evasion and Work in the Underground Sector (2005) Joint with E. K. Graversen and N. Smith, *Labour Economics*, vol. 12(5), pages 613-628. <https://doi.org/10.1016/j.labeco.2004.02.011>