

PROGRAM (participant names in bold)

Saturday, July 13, 2013

9:00- Meet in the hotel lobby

Session 1: Chair, Yukiko Abe (Hokkaido University)

9:30-10:15 **Alec Levenson** Optimizing Incentive Plan Design: A Case Study (with Cindy Zoghi,
(University of Michael Gibbs, and George Benson)
Southern California)

10:15-11:00 **Takao Kato** Paying for Leadership: Evidence from a Field Experiment (with Xiao-
(Colgate) Yuan Dong, Derek Jones, and Yawei Zhang)

11:00-11:15 break

11:15-12:00 **Tony Fang** Shared Capitalism: Do Workers Profit From Profit Sharing?
(Monash)

12:00-13:30 lunch

Session 2: Chair, Tsuyoshi Tsuru (Hitotsubashi University)

13:30-14:15 **Edward Lazear** Making Do With Less: Why Productivity Rises During Recessions
(Stanford) (with Kathryn Shaw and Christopher Stanton)

14:15-15:00 **Jennifer Brown** Boarding a Sinking Ship? An Investigation of Job Applications to
(Northwestern) Distressed Firms (with David Matsa)

15:00-15:30 break

Session 3: Chair, Hideshi Itoh (Hitotsubashi University)

15:30-16:15 **Katsuya Takii** Horizontal Transfer and Promotion: New Evidence and an Interpretation
(Osaka University) from the Perspective of Task-Specific Human Capital
(with Masaru Sasaki and Junmin Wan)

16:15-17:00 **Antti Kauhanen** The Signaling Role of Promotions: New Evidence from European Firms
(ETLA) (with Hugh Cassidy, and Jed DeVaro)

17:00-17:45 **Daiji Kawaguchi** School Reputation, Performance Evaluation and Promotion (with Shota
(Hitotsubashi) Araki, Yuki Onozuka and Hideo Owan)

19:00- reception

Sunday, July 14, 2013

8:40- Meet in the hotel lobby

Session 4: Chair, Ryo Kambayashi (Hitotsubashi University)

09:00-9:45 **Oriana Bandiera** Mission Incentives: a Field Experiment on Selection, Performance and
(LSE) Retention (with Nava Ashraf and Scott Lee)

9:45-10:30 **Tor Eriksson** Organizational Structure and Firms' Demand for HRM Practices
(Aarhus)

10:30-10:45 break

Session 5: Chair, Hisakazu Matsushige (Osaka University)

10:45-11:30 **Shingo Takahashi** Multi-tasking Incentives and Biases in Subjective Performance
(International Evaluation (with Hideo Owan, Tsuyoshi Tsuru, and Katsuhito Uehara)
University of Japan)

11:30-12:15 **Anders Frederiksen** Subjective Performance Evaluations and Employee Careers
(Aarhus)

12:15-13:00 **Hideo Owan** Biases in Performance Evaluation (with Kazuteru Takahashi and Daiji
(Tokyo) Kawaguchi)

13:00-14:00 lunch

