

# Elisa Gerten

University of Cologne | Faculty of Management, Economics, and Social Sciences | Area Corporate Development  
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[elisagerten.github.io](https://elisagerten.github.io) | Born in Luxembourg

## FIELDS OF RESEARCH INTERESTS

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Personnel economics, organizational economics, digital economics, applied microeconometrics

## CURRENT POSITION

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### Postdoctoral Researcher

*Faculty of Management, Economics, and Social Sciences, University of Cologne*

- Area Corporate Development: Dirk Sliwka, Matthias Heinz, Bernd Irlenbusch

since August 2022

*Cologne, Germany*

## EDUCATION

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### PhD in Business and Economics (summa cum laude, 5.8)

*Faculty of Business and Economics, University of Basel*

- Committee: Conny Wunsch, Lutz Bellmann, Alois Stutzer
- Thesis title: Three Essays on Organizations in the Digital Age

2017 – 2022

*Basel, Switzerland*

### M.Sc. in Business and Economics (5.3, Thesis 6.0)

*University of Basel*

2015 – 2017

*Basel, Switzerland*

### B.Sc. in Economics (2.3, Thesis 1.7)

*Albert-Ludwig University of Freiburg*

2010 – 2014

*Freiburg, Germany*

## PUBLICATIONS

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### ICT, Hierarchy, and Job Design | *with M. Beckmann and M. Kräkel*

- IZA Discussion Paper No. 15491 08/2022, [DOI](#), *submitted 08/2022*

2022

### Controlling Working Crowds | *with M. Beckmann and L. Bellmann*

- Journal of Economics and Statistics, 2019, 239(3), 441-481, [DOI](#)

2019

### Die Entwicklung der Arbeit in Zeiten der Digitalisierung | *with M. Beckmann*

- schulthess manager handbuch 2018/2019, Zürich, Basel, Genf, 209-217, [DOI](#)

2019

## ONGOING RESEARCH

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**Technology and Performance Pay in Organizations** | *with M. Beckmann, M. Kräkel, and P. Grunau (JMP)*

**AI Technology, Environmental Sustainability, and Employee-Centric Management** | *SA*

**Gig Work and the Employment of Women** | *with C. Wunsch*

**The Age-Biased Technical Change in Germany** | *with M. Beckmann and T. Zwick*

## RESEARCH AWARDS

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Heinz König Young Scholar Award *ZEW Mannheim & SAP SE*

2022

Emilie Louise Frey Award *SVA & VBU*

2019

HR Award 2018 *Basler Gesellschaft für Personalmanagement*

2018

Best Master Thesis Award *University of Basel & Foundation Basler Kantonalbank*

2017

## RESEARCH FUNDING

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**PI:** Elisa Gerten

- GSBE Post-Covid19 Travel Fund (2021), CHF 5'080 *University of Basel*
- Johann-Jakob Speiser Scholarship (2020), CHF 6'000 *Speiser-Bär-Stiftung Basel*

**PI:** Conny Wunsch, **Co-PI:** Michael Beckmann, Patrick Arni, Elisa Gerten

- NRP 77 The Swiss Labour Market in the Digital Transformation (2020), CHF 552'928, 4 years *SNSF*

**PI:** Michael Beckmann, **Co-PI:** Elisa Gerten

- FV-69 Technology and incentive schemes in companies (2019), CHF 24'264, 1 year *University of Basel*

### Planned Submission for Funding:

- C-SEB Junior Start-Up Grants *University of Cologne*
- Funding line UoC Forum *University of Cologne*

## RESEARCH VISITS

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Department Digital Economy, Host: Irene Bertschek <i>ZEW, Mannheim</i>	in 2023
Department Establishments and Employment, Host: Lutz Bellmann, Susanne Kohaut <i>IAB, Nuremberg</i>	since 2017
Department Quantitative Social Science, Host: Alex Bryson <i>UCL, London</i>	2022
Department Labour Market, Host: Ludivine Martin <i>LISER, Luxembourg</i>	2017-2020

## REFEREEING

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Empirical Economics, Internet Research, Strategic Management Society (conference), Junior Management Science

## CONFERENCES

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IAAEU-Workshop on Performance Pay and Employee Outcomes (Trier), GEABA (Konstanz), VfS Annual Conference (Basel), PhD-Workshop/20th ZEW-Conference on ICT (Mannheim), SSES Annual Congress (Fribourg), IAAEU-Workshop on Labor Economics (Trier), Doc-Seminar (University of Cologne & Würzburg), ORG-Seminar (LMU)	2022
AOW-Congress (Chemnitz University of Technology)	2021
EAL SOLE AASLE (online), COPE (London, cancelled due to Corona), LISER-IAB Conference on Digital Transformation (LISER), Winter School M. Huber (LISER)	2020
Economics Lunch (University of Basel), EAL (Uppsala), Hut Seminar on Labor Economics (Basel), Bernoulli Workshop (University of Basel), IAAEU Workshop on Labor Economics (Trier), COPE (Augsburg), Tasks V: Robotics, Artificial Intelligence and the Future of Work (Bonn)	2019
Doc-Colloquium (IAB), IZA/OECD Workshop on Labor Productivity and Digital Economy (Paris), EBE-CRC/TR-190 Summer School in Applied Microeconomics (I. Rasul and S. Ryan), COPE (Munich)	2018
Assessing the Impact of HRM Practices (IAB), International Workshop on Establishment Panel Analyses (IAB)	2017

## CO-ORGANIZATIONS OF CONFERENCES

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LISER-IAB Conference on Digital Transformation and the Future of Work <i>LISER, Luxembourg</i>	2020
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## TEACHING

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### 2022/2023:

Corporate Development II: Strategic Business Toolkit (undergraduate) *University of Cologne*  
Technology, Strategy and Organization (graduate), guest lecturer *University of Basel*  
Introduction to Business Management (graduate), guest lecturer *University of Basel*  
Master and bachelor theses in Personnel and Organizational Economics *University of Cologne*  
Supervision of CEMS Business Projects (graduate) *University of Cologne*

### Before 2022:

Organizational Behavior and Leadership (graduate) <i>University of Basel</i>	2020-2021
Organizational Behavior (undergraduate) <i>FHNW, Switzerland</i>	2019-2021
Colloquium: Digital Transformation and Work 4.0 (graduate) <i>University of Basel</i>	
Seminar: Current Topics in Economics (undergraduate) <i>University of Basel</i>	2017-2021
Seminar: Labor Economics, HR and Organization (graduate) <i>University of Basel</i>	
Master and bachelor theses in Personnel and Organizational Economics <i>University of Basel</i>	
Théories de motivation, CAS Compensation & Benefits Management <i>HEG Fribourg</i>	2018
Tutorial: Theory of the Firm (undergraduate) <i>Albert-Ludwig University of Freiburg</i>	2012-2016

## OTHER RELEVANT WORK EXPERIENCE

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Intern <i>Ministry of Foreign Affairs of Luxembourg</i>	2016
Research Assistant <i>Centre for European Policy, Freiburg</i>	2014-2015

## MEMBERSHIPS AND PROGRAM COMMITTEES

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Member <i>Deutscher Hochschulverband (DHV)</i>	2022
Member <i>Verein für Socialpolitik (VfS)</i>	2022
Member <i>Schweizerischer Verband der Akademikerinnen (SVA)</i>	since 2019
Graduate Assistant PhD representative, WWZ Curriculum Commission <i>University of Basel</i>	2020-2021

## TECHNICAL AND LANGUAGE SKILLS

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**Computer Skills:** Stata, R, L<sup>A</sup>T<sub>E</sub>X MS Office, Qualtrics  
**Languages:** Luxembourgish (native), German (fluent), English (fluent), French (fluent)

## REFERENCES

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Conny Wunsch, Lutz Bellmann, Michael Beckmann, Matthias Kräkel, Dirk Sliwka

Last update: October 2022