

JINCI LIU

 jinci.liu@iies.su.se |  <https://jinciliu.github.io>

ADDRESS

Institute for International Economic Studies (IIES)
Stockholm University
106 91 Stockholm

PERSONAL

刘金词

Born in 1997

EDUCATION

Institute for International Economic Studies, Stockholm University	Expected 2026
PhD in Economics	
UC Berkeley Haas School of Business	2024
Visiting Student, Host: Carolyn Stein	
National University of Singapore	2018 – 2020
Master by Research in Economics, 5.0/5.0	
The Chinese University of Hong Kong	2014 – 2018
B.Soc.Sc in Economics, First Class Honors	

CURRENT RESEARCH INTERESTS

Research Fields: Labor, Personnel, Organizational, and Digital Economics

Methodologies: Causal Inference, Structural Modeling, Machine Learning, and Large Language Models

JOB MARKET PAPER

Managing by Feedback

Abstract: This paper studies how managers influence worker productivity through feedback. Using data from GitHub and LinkedIn, I analyze over 200 million pieces of feedback during code reviews across 1.7 million software teams. I apply large language models to classify feedback by tone (toxicity, positivity) and informational content (constructiveness). I exploit random reviewer assignments to estimate the causal effects of feedback on developer productivity and retention. Toxic feedback reduces future code quantity and quality and lowers developer retention within the firm, whereas non-toxic criticism has no such detrimental effects. Positive feedback increases productivity, retention, and spillovers. Constructive feedback does not affect future code quantity but lowers quality, as revisions to reviewed code crowd out careful new code development. Finally, I show that feedback explains a sizable share of variation in manager quality, measured by value-added to worker productivity. Overall, this paper shows that feedback tone and information shape worker productivity and retention, offering new insights on effective management.

WORKING PAPERS

How does the Division of Labor Affect Team Productivity? Evidence from GitHub

Abstract: Does the division of labor increase team productivity? This paper provides new evidence challenging the conventional view that specialization increases productivity. I create a panel dataset from GitHub, covering 35 million task allocations across 64,400 software development teams from 2017 to 2023. My result shows a negative relationship between team specialization and various productivity metrics, including output quality, quantity, and user issue resolution time. To identify causal effects, I exploit GitHub's introduction of an automatic task assignment feature, which evenly distributes tasks across team members. Using a matched difference-in-differences design, I find that adoption of this feature reduces specialization and leads to significant gains in productivity: output quality rises by 4%, output quantity by 21%. Team communication also increases by 13%, suggesting that improved interaction and knowledge exchange are a key mechanism behind these productivity gains. These findings highlight a trade-off in non-routine production: while specialization increases task-specific human capital, it

impedes cross-task knowledge spillovers that are essential for innovation.

[Political Preferences and Migration Decisions of College-Educated Workers](#) (with Mitch Downey) **R&R: AEJ Applied Economics**

Abstract: We study the consequences of political polarization along educational lines in the United States. Descriptively, we show that college graduates are now well to the left of non-college voters on economic and social issues and much more so than 15 years ago. We then estimate the causal effect of a Republican governor on college graduates' inter-state migration rates, finding that conservative governance substantially reduces the inflow of college-educated workers. Finally, we analyze a structural model of migration that quantifies the implications of plausible changes in political control for cross-state spillovers and college/non-college earnings inequality.

[The Demographic Impact of Adverse Rainfall in Rural China](#) (with Wenjie Tian and Kang Zhou) **R&R: Journal of Economic Behavior & Organization**

Abstract: Using high-frequency monthly precipitation data, we investigate the demographic consequences of extreme rainfall variability, comprising extreme droughts and heavy rainfall, in rural China. We find that both forms of extreme weather increased fertility rates, particularly for male births, between 1990 and 1999. More than a decade later, individuals who experienced extreme weather conditions, especially heavy rainfall, in utero showed lower educational attainment compared to their unexposed counterparts. Notably, we identified the second trimester of pregnancy as the critical period, with exposure during this period exerting the most significant negative impact on adult educational outcomes. Analyzing the mechanism, we find that extreme weather events reduce household incomes and increase child mortality. These findings highlight the enduring demographic impacts of environmental disasters.

WORK IN PROGRESS

- **Timely Feedback and Communication** (with Huen Tat Au-Yeung) *Field experiment, ongoing*
- **Power within Teams: How Decision Power Affects Productivity**
- **The Evolution of Jobs and The Rise of Women: 1939 – 2022** (with Arash Nekoei and Jósef Sigurdsson)
- **Can AI feedback motivate as human feedback?**

AWARDS & GRANTS

Google	2023 – 2025
Research Credit (EUR 3,000)	
Carl Mannerfelt Foundation	2022 – 2024
Research & Travel Grant (approx. USD 6,310)	
Institute for Evaluation of Labour Market and Education Policy (IFAU)	2023
Research Grant (approx. USD 82,000)	
Jan Wallander and Tom Hedelius Stiftelse	2021
Research Stipend (approx. USD 53,450)	
National University of Singapore	2018
Admission Scholarship	
The Chinese University of Hong Kong	2018
Excellent Research Paper Award of CUHK–Mirrlees Award	

TEACHING

Applied Empirical Economics I, Stockholm University PhD Economics	2022 – 2023
Econometric Modeling and Applications II, National University of Singapore PhD Economics	2020
Microeconomic Analysis I, National University of Singapore Undergraduate Economics	2020

PRESENTATIONS

2025: 1st Asian Conference on OrgEcon, IIES BrownBag, SOFI BrownBag, Hong Kong Labor Symposium, PSE-CEPR Policy Forum, CEPR Joint Workshop on IMO & ESF, SUDSWEC Conference (SSE), National PhD workshop in Finance (Swedish House of Finance)

2024: UC Berkeley Labor Lunch, UC Berkeley IO Workshop, UC Berkeley IO Therapy

2023: ENTER Jamboree (University of Mannheim), IIES BrownBag, Zhejiang University

2022: Stockholm University *Labor Fika*

2018: Trade and Industry Department HKSAR

PROFESSIONAL SERVICE

Referee Service: Academy of Management Annual Conference

Departmental Service: Co-organizer of the seminar series *Labor Fika* 2022 – 2024

Student representative, Working Environment and Equal Opportunities 2022 – 2023

RESEARCH EXPERIENCE

Institute for International Economic Studies	2020 – 2022
Research Assistant	
National University of Singapore	2018 – 2020
Research Assistant for Bingjing Li	
The Chinese University of Hong Kong	2017 – 2018
Research Assistant for Ng Ka Ho and Hsieh Chih Shing	

OTHER EMPLOYMENT

Real Estate Analytics (8PROP), Singapore	2019 – 2020
Data Scientist Intern	
Hong Kong Trade Development Council	2017
Summer Analyst	

COMPUTER SKILLS & LANGUAGES

Computing: Stata, Python, R, L^AT_EX, Git, Matlab, SQL

Languages: Mandarin (Native), English (Fluent), Cantonese (Fluent)

Personnel: Piano (level 10)

REFERENCES

Arash Nekoei arash.nekoei@iies.su.se
Associate Professor of Economics
Institute for International Economic Studies
Stockholm University

Mitch Downey mitch.downey@iies.su.se
Assistant Professor
Institute for International Economic Studies
Stockholm University

Jósef Sigurdsson
Associate Professor
Department of Economics
Stockholm University

josef.sigurdsson@su.se