

## Ritsu Kitagawa

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### CONTACT INFORMATION

Waseda University  
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Organizational Economics  
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### RESEARCH INTERESTS

Personnel Economics, Organizational Economics, Labor Economics.

### EDUCATION

**Waseda University, Japan**

Ph.D. Student, Graduate School of Economics, April 2022 – Present.

- Advisor: Hideo Owan

M.A. in Economics, March 2022.

- Advisor: Hideo Owan
- Valedictorian (for the highest academic excellence)

B.A. in Economics, March 2020.

**Queen's University, Canada**

One-year auditing student program, September 2017 – April 2018.

- As Prince Takamado Visiting Student Scholar.

### PUBLISHED PAPERS

- [1] **Kitagawa, R., Kuroda, S., Okudaira, H., and Owan, H. (2021). Working from home and productivity under the COVID-19 pandemic: Using survey data of four manufacturing firms, *PLOS ONE*. [LINK]**

### WORKING PAPERS

- [1] **Middle Managers and Employee Health.** (w/ Hiroko Okudaira, Toshiaki Aizawa, Sachiko Kuroda, and Hideo Owan. Forthcoming as a RIETI Discussion Paper.) [LINK]
- [2] **The Employee Returns to Socializing with the Boss: The Value of Drinking Bosses** (w/ Yuji Kawata and Hayato Kanayama.) [LINK]
- [3] **Screening and Sorting: Hiring Schemes and Endogenous Applicant Pools.** (Master's thesis.) [LINK]
- [4] **Employee Wellbeing Management and Productivity.** (w/ Sachiko Kuroda, Hideo Owan, Kohei Takahashi, and Yuji Kawata. Forthcoming in the *Japanese Journal of Labour Studies*.)

The drafts are available at [www.ritsukitagawa.com/papers](http://www.ritsukitagawa.com/papers).

### WORK IN PROGRESS

- [1] **The Effects of Internal Job Posting Programs.**(w/ Ruo Shanguan, Kohei Takahashi, Yuji Kawata, and Hideo Owan.)  
**Summary:** We estimate the effects of internal job posting programs by using personnel, job posting, and application records provided by a large conglomerate. The adoption of an internal job posting system created a thick market for employees with skills related to the company's core business and a thin market for those with skills related to peripheral businesses. We exploit this differential treatment intensity to estimate the ATTs of the adoption on employee retention, job satisfaction, and productivity by using the DID approach. Our preliminary results show that the adoption reduced the turnover rate by 0.37 percentage points or, equivalently, by 26.3 percent.

- [2] **The Effects of Mindfulness Meditation Apps in the Workplace.** (w/ Yuji Kawata.)  
**Summary:** We have partnered with an app developer, which provides one of the most popular mindfulness meditation apps in Japan, to evaluate the effects of the app on employees' mental health, emotions, and productivity. The developer has signed a contract and agreed to provide us with complimentary vouchers for this research and to provide individual usage data of the participants in our study. We plan to run a randomized encouragement design in a single company, where all employees are offered vouchers, and randomly selected employees are encouraged to use the app by messaging and/or financial incentives to estimate the ITTs and LATEs. We are currently negotiating with a large manufacturing company to pilot this program.
- [3] **Fake Ads in the Online Marketplace for Rental Apartments.** (w/ Takuya Takahashi.)  
**Summary:** We have partnered with one of the major online platformers in the Japanese rental apartment market to shed light on fake ads posted by rental agencies. The classical challenge in the fake ads/review literature is that researchers (or even platformers) usually cannot distinguish between truthful and fake ads. Our innovation is to leverage the partner's self-regulatory surprise inspection records. The partner company randomly selects 500 ads every month and confirms whether rooms in ads are actually on the market by close investigation. We use this data set to elucidate what characteristics of agencies and what environment of local markets affect the tendency to post fake ads. Our preliminary results are consistent with previous studies; agencies facing stronger competition and a smaller reputational risk are more likely to advertise untruthfully.
- [4] **Gender Peer Effects in the Japanese Speed Boat Racing.** (w/ Liya Wang and Takuya Takahashi.)  
**Summary:** We analyze the link between rivalry and performance/risk-taking. We scraped data from the Japanese Motorboat Racing Association website to capture the universe of all races and racers nationwide. For each race, we observe highly detailed information about what happened in the game. We can characterize several types of disqualification (e.g., false start and capsized) as risk-taking behaviors. We can also sensibly define rivals as those from the same boat racing schools, in the same cohort, and of the same gender. In the spirit of Ager et al. (2021, REStud), we estimate a difference-in-differences specification with matching to estimate the effects of rivals getting recognized on focal racers' performance and risk-taking behaviors. Our hypothesis based on previous studies on gender differences is that male racers will exhibit more risk-taking behaviors and perform worse than usual while female racers exhibit no or only a moderate increase in risk-taking behaviors and perform better than usual. We have just finished cleaning the data and are about to start econometric analyses.

#### PRESENTATIONS

- [1] Labor Economics Conference (Online, Sept. 2021).  
 "Working from Home: Its Effects on Productivity and Mental Health."
- [2] Organizational Economics Conference (Waseda Univ., July 2023).  
 "Middle Managers and Employee Health."
- [3] Labor Economics Conference (Osaka Univ., Sept. 2023).  
 "Middle Managers and Employee Health."
- [4] Asian and Australian Society of Labour Economics Conference (NTU, Dec. 2023).  
 "The Returns to Workplace Schmoozing with Bosses."
- [5] Colloquium on Personnel Economics (Univ. of Zürich, Feb. 2024).  
 "Middle Managers and Employee Health."

BOOKS AND  
TRANSLATIONS

- [1] Hoshino, T., Tanaka, H., and Kitagawa, R. (2023). *Empirical Analysis with R: From Regression to Causal Inference*, 2nd Ed., Ohmsha.
- A Japanese textbook on econometrics and R programming for graduate and advanced undergraduate students.
  - Visit the publisher's dedicated web page for details: <https://www.ohmsha.co.jp/book/9784274230028/>
  - The companion website: [www.rniyoru.com](http://www.rniyoru.com) (R, Python, and Stata codes are available.)
- [2] Bailey, M. (2020). *Real Stats: Using Econometrics for Political Science and Public Policy*, 2nd Ed., Oxford University Press. [Translated by Nishikawa, M., Kato, G., Ogura, I., Takei, M., and Kitagawa, R. (forthcoming), Keiso Publishing.]

SOFTWARE  
DEVELOPMENT

- [1] GEM App (Gender Equality Measurement App).
- Developed and released by UTokyo Economic Consulting Inc.
  - A GUI software that allows HR practitioners to conduct various econometric analysis to measure the gender wage gap in their companies and interpret the results in an easy-to-understand manner. (Built with Python and C.)
  - I worked on this project as the co-planner and the chief engineer.
  - Visit the product website for details: <https://utecon.net/en/dataproduct/gemapp/>

GRANTS, AWARDS,  
AND HONORS

- [1] **Fulbright Grant (Graduate Study)**, September 2024 – August 2025.
- Stipend: \$1,620 – \$2,960 per month. (The amount depends on the region.)
  - Tuition: Up to \$40,000 per annum.
  - Note: Up to \$25,000 may be awarded for AY2025. (The decision depends on my academic records in the first year.)
- [2] **Keidanren Ishizaka Memorial Foundation Scholarship**, September 2024 – August 2026.
- First candidate on the waiting list.
  - Stipend: ¥3,500,000 (JPY) per annum. (Approx. \$23,585 per annum.)
- [3] Grant-in-Aid for JSPS Fellows, April 2023 – March 2025.
- FY2023: ¥1,000,000 (JPY).
  - FY2024: ¥1,000,000 (JPY).
- [4] JSPS Research Fellowship (DC2), April 2023 – March 2025.
- Stipend of ¥2,400,000 (JPY) per annum.
- [5] Sylff Research Grant, October 2022 – September 2024.
- \$5,000 (USD).
- [6] Ryoichi Sasakawa Young Leaders Fellowship, April 2022 – March 2024.
- Grant of \$10,000 (USD) per annum.
- [7] W-SPRING (JST SPRING) Fellowship, April 2022 – March 2025.
- Stipend of ¥2,200,000 (JPY) per annum.
  - Grant of ¥500,000 (JPY) per annum.
  - Resigned as of March 2023 due to the JSPS fellowship requirement.
- [8] Mamoru Iijima Commemorative Academic Prize (Waseda University), March 2022.

- For the potentially high academic significance of my master's thesis.
- Awarded to only one graduating student at most.

[9] Dean's Award (Waseda University), March 2022.

- For the significant research activities and academic excellence.
- Awarded to only a few graduating students at most.

[10] Waseda University Data Science Competition Grand Prize, November 2020.

- For rigorous analysis providing practical marketing insights based on econometrics and machine learning.

[11] Waseda University Data Science Competition CTC Prize, July 2019.

- For creative feature engineering and accurate predictions based on random forests.

[12] Prince Takamado Visiting Student Scholarship, September 2017 – August 2018.

- Stipend of \$36,500 (CAD).

#### RESEARCH EXPERIENCE

[1] RA for Hideo Owan, FPSE, Waseda University, RIETI, April 2019 – Present.

- Data management, cleaning, analysis and project management. (10–20 hours per week.)

[2] RA for Sachiko Kuroda, RIETI, June 2020 – Present.

- Data management, cleaning, analysis. (10–20 hours per week.)

[3] RA at UTokyo Economic Consulting Inc., April 2022 – Present.

- Software development and product development. (5–10 hours per week.)

[4] RA for Masahiro Yoshida, FPSE, Waseda University, July 2022 – October 2022.

- Data collecting, cleaning, analysis. (0–5 hours per week.)

[5] RA for Ngawang Dendup, FPSE, Waseda University, July 2021 – October 2021.

- Data management, cleaning, analysis. (10–20 hours per week.)

[6] RA for Masaru Kohno, FPSE, Waseda University, May 2021 – March 2022.

- Data collecting, cleaning, analysis. (10–20 hours per week.)

[7] RA for Hiroko Okudaira, Doshisha Business School, August 2020 – December 2020.

- Data management, cleaning, analysis. (10–20 hours per week.)

[8] RA for Takumi Shimizu, Waseda Business School, July 2020 – October 2020.

- Data collecting, cleaning, analysis. (5–10 hours per week.)

[9] RA for Masahisa Endo, FSS, Waseda University, February 2020 – March 2020.

- Data management, cleaning. (0–10 hours per week.)

[10] RA for Kohei Watanabe, University of Innsbruck, September 2019 – March 2020.

- Data management. (0–5 hours per week.)

TEACHING  
EXPERIENCE

- [1] Evidence-Based Management (MBA), 2023 Spring.
  - TA for Kanetaka Maki, Waseda Business School.
  - Office hours, class discussions, helping MBA students read economics papers, advising for MBA master's theses. (8 hours per week.)
- [2] Seminar on Economics and Graduation Thesis (Undergraduate), 2022 Spring and Fall.
  - TA for Hideo Owan, Waseda University.
  - Teaching causal inference and R programming, research mentorship. (5 hours per week.)
- [3] Causal Inference (Graduate), 2021 Summer.
  - TA for Teppei Yamamoto, Massachusetts Institute of Technology.
  - Note: An intensive course at Waseda University.
  - Office hours, TA sessions, making problem sets, grading. (20 hours per week.)
- [4] Applied Econometrics (Undergraduate), 2021 Spring and 2022 Fall.
  - TA for Yuta Toayama, Waseda University.
  - Office hours, making problem sets, grading. (8 hours per week.)
- [5] Population Economics (Graduate), 2022 Fall.
  - TA for Masahiro Yoshida, Waseda University.
  - Office hours, grading. (3 hours per week.)
- [6] Population Economics (Undergraduate), 2022 Spring.
  - TA for Masahiro Yoshida, Waseda University.
  - Office hours, editing exams, proctoring, grading. (3 hours per week.)
- [7] Personnel Economics (Undergraduate), 2021 Spring.
  - TA for Hideo Owan, Waseda University.
  - Grading. (2 hours per week.)
- [8] Data Science and Statistics (Undergraduate and Graduate), 2021 Spring – 2022 Spring.
  - TA at Data Science Center, Waseda University.
  - Helping students learning statistics, machine learning, and programming. (10 hours per week.)
- [9] Econometrics for HR Practitioners (Non-degree training course), 2019 – Present.
  - Instructor & Curriculum Manager. (0-20 hours per week.)
  - Note: An outreach program co-organized by the Institute for Empirical Research in Organizational Economics, Waseda University, and the People Analytics and HR Technology Association.
  - Visit the course website for more information: <https://peopleanalytics.or.jp/pacourse/>.

MEMBERSHIPS

Japanese Economic Association, Asian and Australian Society of Labour Economics.

COMPUTER  
SKILLS

R, Python, Stata, Mathematica,  
Qualtrics, HTML, CSS, JavaScript,  
L<sup>A</sup>T<sub>E</sub>X, GitHub, Matlab, C/C++, Java, SQL.

LANGUAGES

English (fluent), Japanese (native)

PERSONAL  
INFORMATION

Citizenship: Japanese  
Gender: Male  
Pronouns: he/him  
Date of Birth: April 29, 1997