

Muhammad Yasir Khan

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EDUCATION	UNIVERSITY OF CALIFORNIA, BERKELEY - HAAS SCHOOL OF BUSINESS Ph.D in Business and Public Policy	exp-2021 Primary Fields: Applied Microeconomics, Development Economics, Personnel Economics Secondary Fields: Behavioral Economics, Political Economy, Health Economics	
COMMITTEE	<u>Professor Ernesto Dal Bó</u> +1-510-643-1606 edalbo@berkeley.edu Haas School of Business	<u>Professor Frederico Finan</u> +1-510-642-7284 ffinan@berkeley.edu Haas School of Business	<u>Professor Edward Miguel</u> +1-510-642-4361 emiguel@berkeley.edu Department of Economics
	<u>Professor Noam Yuchtman</u> +44-020-7955-1262 n.yuchtman@lse.ac.uk London School of Economics		
	COLUMBIA UNIVERSITY – NATIONAL UNIVERSITY OF SINGAPORE Dual Degree MPA – MPP		2009
	LAHORE UNIVERSITY OF MANAGEMENT SCIENCES (LUMS) B.Sc. (honors) in Economics		2007
JOB MARKET PAPER	“Mission Motivation and Public Sector Performance: Experimental Evidence from Pakistan” [Updated Version Here] This paper studies how an organization’s mission affects the performance of workers. In partnership with the Department of Health in Pakistan, I implement a field experiment emphasizing the mission to community health workers, and cross randomize the mission treatment with performance-based financial incentives. My results show the mission-emphasizing treatment motivates workers to improve performance across multiple tasks—including home visits, antenatal checks, tuberculosis screening, and the organizing of vaccination camps. In comparison, financial incentives improve performance only on the incentivized tasks (home visits) while ignoring non-incentivized tasks. I do not find crowding-out of intrinsic motivations when the two treatments are combined. However, the improvement on home visits in the combined treatment is smaller than when financial incentives alone are provided, reflecting differences in the allocation of effort between the two treatment conditions. Importantly, the mission-emphasizing treatment also results in improved child health outcomes—including lower prevalence of diarrhea and increased vaccinations. These results highlight that promoting an organization’s mission can be a powerful motivator for public workers, especially in weakly institutionalized environments.		
PUBLICATIONS	“Data and Policy Decisions: Experimental Evidence from Pakistan” , with Michael Callen, Saad Gulzar, Ali Hasanain and Arman Rezaee, <i>Journal of Development Economics</i> (2020)		
WORKING PAPERS	“Social Motivations, Political Candidacy, and Performance: Experimental Evidence from Pakistan” , with Saad Gulzar, <i>Under review</i> “Norms, Beliefs, and Networks: Descriptive Findings on Women’s Political Participation in Pakistan” , with Saad Gulzar and Luke Sonnet, <i>Under review</i> “Using Preference Parameter Estimates to Optimize Public Sector Wage Contracts: A field study in Pakistan” , with James Andreoni, Michael Callen, Karrar Hussain and Charles		

Sprenger, NBER Working Paper No. 22019

“The Political Economy of Public Employee Absence: Experimental Evidence from Pakistan, with Michael Callen, Ali Hasanain and Saad Gulzar, NBER Working Paper No. 22340

“Personalities and Public Sector Performance: Experimental Evidence from Pakistan, with Arman Rezaee, Michael Callen, Ali Hasanain, and Saad Gulzar, NBER Working Paper No. 21180

“No bulls: Experimental evidence on the impact of veterinarian ratings in Pakistan, with Arman Rezaee and Ali Hasanain, Working Paper

WORK IN PROGRESS **“Social Spillovers and the Gender Gap in Political Participation in Pakistan”**, with Saad Gulzar, and Luke Sonnet (baseline completed)

“Teamwork in Public Sector: Evidence from Police in Pakistan”, with Zain Chaudhry, and Karrar Hussain (fundraising stage)

TEACHING Graduate Student Instructor, *Economics for Business Decisions (Microeconomics)*, MBA Core 2019

EXPERIENCE Graduate Student Instructor, *Ethics and Responsible Leadership*, MBA Core 2018

Instructor, *Corporate Social Responsibility*, Summer Academy 2018

Reader, *Strategic Leadership (Strategy)*, MBA Core 2017

Instructor, *Advance Evaluation Methodologies*, CERP-CLEAR WB 2014

FELLOWSHIPS AND IRLE Fellowship (\$15,000), Sasakawa Fellowship (\$50,000) & Oliver Williamson Fund (\$4,000) 2020

GRANTS CEGA Development Economics Grant (\$15,000) & Weiss Family Fund (\$15,800) 2019

International Growth Centre (£20,000) & Institute for Business Innovation (\$10,000) 2018

International Growth Centre (£15,272) & JPAL Governance Initiative (\$94,796) 2018

International Growth Centre Grant (£66,000) & JPAL Governance Initiative (\$ 50,000) 2015

WORK EXPERIENCE INTERNATIONAL GROWTH CENTRE (IGC)
Country Economist 2011 - 2015

AGA KHAN FOUNDATION
Research Officer 2010 - 2011

CROWN AGENTS
Consultant 2010

OTHER Languages: English (fluent), Pashto (native), Urdu (fluent)

Nationality: Pakistani

Analytical Softwares: Stata, R, Python (beginner)