

## Workshop on Performance Pay and Employee Outcomes | Friday, Dec 02, 2022

### Dec 01

19:00 Conference Dinner @Wirtshaus zur Glocke (Glockenstraße 12, 54290 Trier)

### Dec 02

9:00-9:15 Welcome

9:15-10:45 *Session I*

9:15-9:55 Andreas Sintos (University of Luxembourg)  
“Performance Pay and Work-Related Exhaustion: Evidence from Europe”  
Co-authored by Michael Chletsos

9:55-10:35 Enja Marie Herdejürgen (Paderborn University)  
“Competition Format, Prize Money and Self-Selection: Empirical Evidence from Show Jumping”  
Co-authored by Bernd Frick

10:35-10:45 General discussion

10:45-11:00 Coffee Break

11:00-12:30 *Session II*

11:00-11:40 Marco Clemens (IAAEU, Trier University)  
“Bonuses, Profit Sharing and Job satisfaction: the More the Better? German Survey Evidence”

11:40-12:20 Nicole Andelic (University of Aberdeen)  
“Performance-related Pay and Stress: Sorting into Stress”

12:20-12:30 General discussion

12:30-13:30 Lunch Break

13:30-15:40 *Session III*

13:30-14:10 Slađana Krgović (Bocconi University Milan)  
“Equity-Based Compensation, Downwardly Rigid Wages and Financial Constraints”

14:10-14:50 Joanna Tyrowicz (University of Warsaw)  
“Paying for Ideal Discretion: a Framed Field Experiment on Working Time Arrangements”  
Co-authored by Lucas van der Velde and Magdalena Smyk

14:50-15:30 Ezgi Kaya (Cardiff Business School)  
“Performance-Related Pay and the UK Gender Pay Gap”  
Co-authored by Melanie Jones

15:30-15:40 General discussion

15:40 Farewell and Networking