

# CURRICULUM VITAE

**Professor Dr. Jenny Kragl**

**Professor of Economics (Microeconomics)**

EBS Universität für Wirtschaft und Recht  
EBS Business School  
Department of Management & Economics  
Rheingastr. 1  
D - 65375 Oestrich-Winkel



## Primary Fields of Interest:

- Organizational Economics, Personnel Economics, Behavioral Economics

## University Employment and Affiliation:

- **Since 01/2014**  
Full (Senior) Professor of Economics (Microeconomics)  
EBS Universität für Wirtschaft und Recht, EBS Business School,  
Department of Management & Economics, Wiesbaden, Germany
- **Since 01/2014**  
Deputy Head of Department, Head of Economics  
EBS Universität für Wirtschaft und Recht, EBS Business School,  
Department of Management & Economics, Wiesbaden, Germany
- **04/2013 – 12/2013**  
Head of Department  
EBS Universität für Wirtschaft und Recht, EBS Business School,  
Department of Governance & Economics, Wiesbaden, Germany
- **04/2009 – 12/2013**  
Assistant Professor of Economics  
EBS Universität für Wirtschaft und Recht, EBS Business School,  
Department of Governance & Economics, Wiesbaden, Germany
- **04/2007 – 04/2009**  
Research Associate  
European Business School (EBS), Department of Law, Governance and Economics,  
Oestrich-Winkel, Germany
- **04/2005 – 04/2008**  
Research and Teaching Associate  
Humboldt-Universität zu Berlin, School of Business and Economics, Walther- Rathenau Chair in  
Organization Theory and Collaborative Research Center 649 (Project A4), Berlin, Germany

## Education:

- **11/2013**  
Tenure Lecture (positive)  
EBS Universität für Wirtschaft und Recht,  
EBS Business School, Wiesbaden, Germany
- **05/2013**  
Interim Evaluation (Ermunterungsvortrag) in the course of the Habilitation (positive)  
EBS Universität für Wirtschaft und Recht,  
EBS Business School, Wiesbaden, Germany
- **11/2011**  
Interim Evaluation of Assistant Professorship (positive)  
EBS Universität für Wirtschaft und Recht,  
EBS Business School, Wiesbaden, Germany
- **02/2009**  
Dr. rer. pol. (*summa cum laude*), equiv. Ph.D. in Economics  
Humboldt-Universität zu Berlin, School of Business and Economics
- **11/2004**  
Diplom-Kauffrau (equiv. M.Sc.) in Business Administration  
Humboldt-Universität zu Berlin, School of Business and Economics

## Research Activities:

### Present and Past Refereeing Activities

- **Journals:**  
  
Economics of Governance, Games and Economic Behavior, Journal of Economic Behavior and Organization, Journal of Economics & Management Strategy, Journal of Institutional and Theoretical Economics, Small Business Economics, The Economic Journal, Theory and Decision, OR Spectrum
- **Conferences:**  
  
21<sup>st</sup> Colloquium on Personnel Economics (COPE) 2018, Munich, Germany (invited guest reviewer);  
  
21<sup>st</sup> Annual Conference of the Society for Institutional & Organizational Economics (SIOE) 2017, New York City, USA (member of the program committee)

### Academic Services (EBS Universität für Wirtschaft und Recht, EBS Business School)

- **Since 01/2018**  
Academic Director of programme *Bachelor in Business Studies (BSc)*
- **2015 – 2018**  
Vice Chair and Member of Doctoral Committee (Promotionsausschuss)
- **Since 2015**  
Deputy Member of the University Senate
- **Since 2014**  
Deputy Head of the Department of Management & Economics

- **Since 2014**  
Head of Economics, Department of Management & Economics
- **2013 – 2014**  
Head of the Department of Governance & Economics
- **Since 2012**  
Member of the Management Committee Research (Forschungsausschuss)
- **Since 2012 – 2014**  
Member of the University Senate

#### **Awards and Grants**

- **2016**  
EBS Research Award (Senior Professors) 2015
- **2010**  
Award for Presentations at International Conferences (Verein für Socialpolitik and Deutsche Bundesbank)
- **2010**  
Travel Grant for Conference Presentations (Deutscher Akademischer Austauschdienst DAAD)
- **2009**  
Walther-Rathenau-Preis 2009 (best-paper award) on the occasion of the 'X. Symposium zur ökonomischen Analyse der Unternehmung' (Vallendar)
- **2007, 2008**  
Award for Presentations at International Conferences (Verein für Socialpolitik and Deutsche Bundesbank)
- **2007, 2008**  
Travel Grants for Conference Presentations (Humboldt-Universität zu Berlin, School of Business and Economics, Department for the Advancement of Women)
- **2006, 2007**  
Travel Grants for Conference Presentations (Wirtschaftswissenschaftliche Gesellschaft an der Humboldt-Universität zu Berlin e.V.)

#### **Presentations at Conferences, Invited Seminar Talks, and Workshops**

- **2019**  
Colloquium on Personnel Economics (COPE), Augsburg, Germany
- **2018**  
Institutional and Organizational Economics Academy (IOEA), Corsica, France (invited workshop organizer on "Social Preferences and Incentives in Organizations");  
Colloquium on Personnel Economics (COPE), Munich, Germany (invited guest reviewer)  
German Economic Association of Business Administration e.V. Annual Symposium, Frankfurt Main, Germany
- **2017**  
Society for Institutional & Organizational Economics (SIOE) Annual Conference, NYC, USA (presentation, chair of organized session, and member of the program committee);  
German Economic Association of Business Administration e.V. Annual Symposium, Hohenheim, Germany
- **2016**  
Society for Institutional & Organizational Economics (SIOE) Annual Conference, Paris, France;

Colloquium on Personnel Economics (COPE), Aachen, Germany;  
Otto-Friedrich-Universität Bamberg, Germany (invited talk);  
CRC 649 "Economic Risk" Final Colloquium, Berlin, Germany (invited talk)

- **2015**  
Colloquium on Personnel Economics, Vienna, Austria
- **2014**  
Julius-Maximilians-Universität Würzburg, Germany (invited talk)
- **2013**  
Economic Science Association World Meetings, Zurich, Switzerland;  
Verein für Socialpolitik Annual Conference, Düsseldorf, Germany;  
German Economic Association of Business Administration e.V. Annual Symposium, Magdeburg, Germany;  
Universität Trier, Germany (invited talk);  
Humboldt-Universität zu Berlin, Germany (invited talk);  
Karlsruher Institut für Technologie (KIT), Karlsruhe, Germany (invited talk)
- **2012**  
German Economic Association of Business Administration e.V. Annual Symposium, Graz, Austria;  
International Economic Science Association Annual Conference, New York, USA;  
Kolloquium zur Personalökonomie (PÖK), Paderborn, Germany (plenary session);  
Universität Paderborn, Germany (invited talk)
- **2011**  
Verein für Socialpolitik Annual Conference, Frankfurt M., Germany;  
Royal Economic Society Annual Conference, London, UK;  
Kolloquium zur Personalökonomie, Zurich, Switzerland;  
Humboldt-Universität zu Berlin, Germany (invited talk);  
Universität Heidelberg, Germany (invited talk);  
Freie Universität Berlin, Germany (invited talk)
- **2010**  
Southern Economic Association Annual Meeting, Atlanta, USA;  
German Economic Association of Business Administration e.V. Annual Symposium, Frankfurt M., Germany;  
European Association for Research in Industrial Economics Annual Conference, Istanbul, Turkey;  
European Association of Labour Economists & Society of Labor Economists World Meeting, London, UK;  
'Health. Happiness. Inequality. Modelling the Pathways between Income Inequality and Health' Conference, Darmstadt, Germany (presentation and discussion);  
Otto-von-Guericke-Universität Magdeburg, Germany (invited talk);  
Universität zu Köln, Germany (invited talk)
- **2009**  
German Economic Association of Business Administration e.V. Annual Symposium, Vallendar, Germany;  
Verein für Socialpolitik Annual Meeting, Magdeburg, Germany;  
European Economic Association, Barcelona, Spain;  
International Society for New Institutional Economics Annual Conference, Berkeley, USA;  
Kolloquium zur Personalökonomie, Vienna, Austria;  
Universität Wien, Vienna, Austria (invited talk)
- **2008**  
Verein für Socialpolitik Annual Conference, Graz, Austria;  
German Economic Association of Business Administration e.V. Annual Symposium, Augsburg, Germany;  
European Economic Association Annual Congress, Milan, Italy;  
Kolloquium zur Personalökonomie, Bonn, Germany

- **2007**  
 Verein für Socialpolitik Annual Conference, Munich, Germany;  
 German Economic Association of Business Administration Annual Symposium, Tübingen, Germany;  
 European Economic Association Annual Congress, Budapest, Hungary;  
 Kolloquium zur Personalökonomie, Tübingen, Germany;  
 International Meeting on Experimental and Behavioral Economics, Málaga, Spain
- **2006**  
 European School on New Institutional Economics, Corsica (Cargèse), France

### **Scientific Affiliations**

- Deutscher Hochschulverband, European Economic Association, German Economic Association of Business Administration e.V., Society for Institutional & Organizational Economics, Verein für Socialpolitik, Standing Field Committee in Organizational Economics in the Verein für Socialpolitik (founding member)

### **Teaching Activities:**

#### **EBS Universität für Wirtschaft & Recht (since 2009):**

- Managerial Economics (MSc), since 2016
- Economics of the Firm (BSc), since 2015
- Personnel Economics (BSc), since 2011
- Theory of Information, Contracts, and Incentives (BSc, MSc), since 2009
- Economic Approaches to Organizations (BSc, MSc), 2010 - 2014
- World Trade and International Factor Movements (BSc), 2009

#### **Humboldt-Universität zu Berlin (2005 – 2008):**

- Introduction to Business Administration (tutorial, undergraduate level)
- Organization and Management I+II (tutorial, graduate level)
- Strategic Management (tutorial, graduate level)
- Game Theory, Strategies, and Management (tutorial, graduate level)
- Topics in Organization Theory (seminar, graduate level)

### **Languages:**

- German (mother tongue)
- English (fluent)
- Russian (fluent)
- French (basic)
- Spanish (basic)
- Hungarian (basic)
- Arabic: Egyptian (basic)

## Publications:

### Refereed Journals:

- Kragl, J. (2016). Relational Bonus Contracts vs. Rank-Order Tournaments with Envious Workers. *Journal of Institutional and Theoretical Economics*, 172(3), 417-453. DOI: 10.1628/093245616X14598620439030
- Kragl, J. (2015). Group versus Individual Performance Pay in Relational Employment Contracts when Workers Are Envious. *Journal of Economics & Management Strategy*, 24(1), 131-150. DOI: 10.1111/jems.12088
- Kragl, J. & Schöttner, A. (2014). Wage Floors, Imperfect Performance Measures, and Optimal Job Design. *International Economic Review*, 55(2), 525-550. DOI: 10.1111/iere.12060
- Kragl, J. & Schmid, J. (2009). The Impact of Envy on Relational Employment Contracts. *Journal of Economic Behavior and Organization*, 72(2), 766-779. DOI: 10.1016/j.jebo.2009.07.016

### Discussion Papers:

- Bental, B. & Kragl, J. (2018). Output, Welfare, and Incentives in Economies with Other-Regarding Preferences. *Discussion Papers in Economics and Management*, No. 18-30. German Economic Association of Business Administration e.V.
- Kragl, J., Palermo, A., Xi, G. & Block, J. (2019). Family or Nonfamily? A Multitask Model on Manager Selection in Family Firms. Available at SSRN: <https://ssrn.com/abstract=3312142> or <http://dx.doi.org/10.2139/ssrn.3312142>. An earlier version is available as discussion paper No. 17-17 in the series *Discussion Papers in Economics and Management*, German Economic Association of Business Administration e.V.
- Gogova, M. & Kragl, J. (2013). Wage Bargaining when Workers Have Fairness Concerns. *Discussion Papers in Economics and Management*, No. 13-15. German Economic Association of Business Administration e.V.
- Kragl, J. (2012). Relational Incentive Contracts for Envious Workers. *Discussion Papers in Economics and Management*, No. 12-25. German Economic Association of Business Administration e.V.
- Kragl, J. (2011). Individual vs. Relative Performance Pay with Envious Workers and Non-verifiable Performance. *European Business School Research Paper Series*, No. 11-04

### Working Papers:

- Kragl, J. & Nieken, P. The (Dis) Incentive Effect of Relative Pay Comparison: Experimental Evidence

### Thesis:

- Kragl, J. (2009). The Impact of Inequity Aversion on Relational Incentive Contracts. Dissertation at Humboldt-Universität zu Berlin (online publication)

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