

CURRICULUM VITAE

Professor Dr. Jenny Kragl

Professor of Economics (Microeconomics)

EBS Universität für Wirtschaft und Recht
EBS Business School
Rheingastr. 1
D - 65375 Oestrich-Winkel



Primary Fields of Interest

- Organizational Economics, Personnel Economics, Behavioral Economics, Incentive Theory

University Employment and Affiliation

- **Since 01/2014**
Full (Senior) Professor of Economics (Microeconomics)
EBS Universität für Wirtschaft und Recht, EBS Business School,
Group of Economics & Philosophy, Wiesbaden, Germany
- **Since 01/2020**
Group Speaker for Economics & Philosophy
EBS Universität für Wirtschaft und Recht, EBS Business School,
Group of Economics, Wiesbaden, Germany
- **01/2014 – 12/2019**
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

Publications

Publications in Refereed Journals

- Buchen, C., Kragl, J., & Palermo, A. (2021). [Specialist vs. Generalist: Efficiency in Multitasking](#). *Economics Letters* 199, 109699. doi:10.1016/j.econlet.2020.109699.
- 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 and Working Papers

- Bental, B. & Kragl, J. (April 2021). [Inequality and Incentives with Societal Other-Regarding Preferences](#). Accepted with minor revision at the *Journal of Economic Behavior and Organization*. Working paper available at SSRN: <http://dx.doi.org/10.2139/ssrn.3347083>.
- Kragl, J., Palermo, A., Xi, G. & Block, J. (October 2019). [Family or Nonfamily? CEO Appointment in a Multitask Model with Economic and Non-Economic Tasks](#). Working paper available at SSRN: <http://dx.doi.org/10.2139/ssrn.3312142>.

Gogova, M. & Kragl, J. (May 2014). [Wage Bargaining when Workers Have Fairness Concerns](#). Working paper available at SSRN: <http://dx.doi.org/10.2139/ssrn.2436554>.

Kragl, J. (April 2014). [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

Kragl, J. & Nieken, P. (November 2013). [The \(Dis\) Incentive Effect of Relative Pay Comparison: Experimental Evidence](#).

Theses

[The Impact of Inequity Aversion on Relational Incentive Contracts](#) (2009). Dissertation at Humboldt-Universität zu Berlin (online publication).

Scholarships, 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.)

Scientific Affiliations

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

Presentations at Conferences, Invited Talks, and Organized Workshops

- 2020

- Verein für Socialpolitik Annual Conference, Cologne, Germany (virtual meeting);
- Society for the Advancement of Behavioral Economics (SABE) Annual Conference, Moscow, Russia (virtual meeting);
- Colloquium on Personnel Economics (COPE), UCL London, UK (invited guest reviewer, meeting was cancelled)

- 2019

- Colloquium on Personnel Economics (COPE), Augsburg, Germany;
- Society for Institutional & Organizational Economics (SIOE) Annual Conference, Stockholm, Sweden

- 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

Academic Service

Refereeing

- Academic Journals

Economic Modelling, Economics of Governance, The Economic Journal, Games and Economic Behavior, Journal of Economic Behavior and Organization, Journal of Business Economics, Journal of Economics & Management Strategy, Journal of Institutional and Theoretical Economics, Review of Managerial Science, Small Business Economics, SN Business & Economics, Theory and Decision, OR Spectrum

- Conferences

23rd Colloquium on Personnel Economics (COPE), April 2020, UCL, London, UK (invited guest reviewer); 21st Colloquium on Personnel Economics (COPE), March 2018, University of Munich, Munich, Germany, (invited guest reviewer); 21st Annual Conference of the Society for Institutional & Organizational Economics (SIOE), June 2017, Columbia University, New York City, USA (member of program committee, guest reviewer)

University Service (EBS Universität für Wirtschaft & Recht)

- Since 01/2020

Group Speaker for Economics & Philosophy

- Since 01/2020

Member of Faculty Board (Fakultätsrat)

- Since 01/2018

Academic Director of *Bachelor in Business Studies (BSc)* programme

- 2015 – 2018

Vice Chair and Member of Doctoral Committee (Promotionsausschuss)

- Since 2015

Deputy Member of 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 University Senate

Teaching

EBS Universität für Wirtschaft & Recht (Instructor)

- Managerial Economics (MSc), since 2016
- Economics of the Firm (BSc), since 2015
- Personnel Economics (BSc), since 2011
- The Economics of Motivation and Organization (MSc), since 2020
- The Economics 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, RTA)

- Introduction to Business Administration (undergrad)
- Organization and Management I+II (grad)
- Strategic Management (grad)
- Game Theory, Strategies, and Management (grad)
- Topics in Organization Theory (seminar, grad)

Languages

- German (mother tongue)
- English (proficient)
- Russian (proficient)
- French (intermediate)
- Spanish (intermediate)
- Hungarian (elementary)
- Arabic: Egyptian (elementary)

Last updated: May 2021