

Nick Zubanov

Since October 2016 Professor (W3) of Organizational Economics at the University of Konstanz

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Previous employment

2013 - 2016: Professor (W3) of management science and strategy at Goethe University Frankfurt.

2011 - 2013: Assistant professor (W1) of economics at Erasmus University Rotterdam.

2009 - 2011: Assistant professor (W1) of human resource studies at Tilburg University.

2007 - 2009: Researcher at CPB Netherlands Bureau for Economic Policy Analysis.

2004 - 2007: Part-time visiting lecturer at Birmingham Business School.

Education

Ph.D., University of Birmingham (UK), 2007.

M.A., Central European University, 2003.

Publications

Refereed journal articles

Team Incentives and Performance: Evidence from a Retail Chain. Forthcoming in *American Economic Review* (with Guido Friebel, Matthias Heinz and Miriam Krueger).

The power of (no) recognition: Experimental evidence from the university classroom. *Journal of Behavioral and Experimental Economics*, 2017, 67: 75-84 (with Nicky Hoogveld).

Risk aversion and effort under an incentive pay scheme with multiplicative noise: theory and experimental evidence. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, 2015, 3(2).

The distribution of the gains from spillovers through worker mobility between workers and firms. *European Economic Review*, 2014, 70: 17-35 (with Andrey Stoyanov).

Is economic recovery a myth? Robust estimation of impulse responses. *Journal of Applied Econometrics*, 2014, 29(3): 497-514 (with Coen N. Teulings).

The effect of schooling on problem drinking: Evidence from Australian twins. *Applied Economics*, 2013, 45(12): 1583-1599 (with H. Dinand Webbink and Nicholas G. Martin).

Productivity spillovers across firms through worker mobility. *American Economic Journal: Applied Economics*, 2012, 4(2): 168-198 (with Andrey Stoyanov).

Management economics in a large retail organisation. *Management Science*, 2010, 56(8): 1398-1414 (with W. Stanley Siebert).

Searching for the optimal level of employee turnover: A study of a large UK retail organisation. *Academy of Management Journal*, 2009, 52(2): 294-313 (with W. Stanley Siebert).

Too many, too fast? Dynamics of net migration in the OECD, 1984-2001. *Applied Economics Letters*, 2009, 16(6): 597-602.

Book chapters

Tijdelijke crisis, blijvende schade? [Temporary crisis, lasting loss?] (with P. Broer, A. Elbourne, and B. Smid) In C. Teulings and C. van Ewijk (eds.) *De Grote Recessie. Het Centraal Planbureau over de kredietcrisis*. Uitgeverij Balans, 2009. In Dutch.

When should the Central Europeans join the EMU? Reconciling real and nominal convergence (with Jacek Rostowski). In L. Balzerowicz and S. Fischer (eds.) *Living Standards and the Wealth of Nations: Successes and Failures in Real Convergence*. MIT Press, 2006.

Uneven growth in a monetary union. In M. Dabrowski and J. Rostowski (eds.) *The Eastern Enlargement of the Eurozone*. Springer, 2006.

Other works

Teamboni: Wie man Gewinn und Gehälter mit dem gleichen Instrument erhöhen kann [Team bonus: how can one increase both profits and salaries with one measure] (with G. Friebel, M. Heinz and M. Krüger) *Personal Quarterly: Wissenschaftsjournal für die Personalpraxis*, 2015, 3: 22-25.

Relation entry, exit and productivity. An overview of recent theoretical and empirical literature. CPB document No. 180, 2009 (with V. Kocsis, R. Lukach, B. Minne, V. Shestalova, and H. van der Wiel).

Human resource management practices, organisational outcomes and performance: An analysis of WERS 2004 data. UK Department for Business Enterprise & Regulatory Reform Employment Relations occasional paper, 2008 (with Jonathan Michie and Maura Sheehan).

Work in progress (titles are provisional)

Performance effects of downsizing announcements (with Matthias Heinz, Guido Friebel and Ingo Weller).

Making managers matter: field experiments within a retail chain (with Matthias Heinz and Guido Friebel).

Why do employees (not) make referrals? (with Mitchel Hoffman, Matthias Heinz and Guido Friebel)

Risk aversion, multiplicative noise, and effort under linear incentives (with Bram Cadsby and Fei Song).

Skill diversity and firm performance (with Andrey Stoyanov).

An Olley-Pakes estimator with firm fixed effects (with Andrey Stoyanov and Yoonseok Lee).

Professional activities

Major conference presentations

European Economic Association (2007, 2009, 2012), Canadian Economics Association (2009, 2010, 2012), European Academy of Management (2007), Academy of Management (2015, 2016).

Workshops, seminars and invited talks

2008: Utrecht, Maastricht

2009: Aarhus

2011: Birmingham, Rotterdam, Tilburg, St. Petersburg, Porto

2012: Tilburg, Frankfurt, St. Petersburg

2013: Aarhus, St. Petersburg, York (Canada), Berlin

2014: Cologne, Warwick, Kings College London, East Anglia, Birmingham, Rotterdam

2015: Vienna, Konstanz, Frankfurt School of Finance and Management, Birmingham, Tampere, Lingnan (Hong Kong), ZEW Mannheim.

2016: Trier, Guelph, Munich, Maastricht, Chicago.

Teaching

Bachelor: management (Konstanz, Goethe University Frankfurt), making sense of big data (Frankfurt), personnel economics (Konstanz), labour economics (Erasmus University Rotterdam), economics (Tilburg University), human resource management (Tilburg).

Master: empirical personnel economics (Erasmus, Frankfurt), quantitative methods in management research (Konstanz, Frankfurt), advanced management (Frankfurt, University of Paderborn), compensation and benefits (Konstanz, Frankfurt, Tilburg, Vietnamese - German University), HR metrics and valuation (Tilburg).

PhD: advanced management theory (Frankfurt), topics in personnel economics (Frankfurt), workforce diversity and firm performance (Frankfurt), econometrics (St. Petersburg Graduate School of Management).

Refereeing

Economic Journal, Journal of Labor Economics, Journal of Economic Behavior and Organization, Labour Economics, Journal of Behavioral and Experimental Economics, Academy of Management, Strategic Management Journal, Applied Economics, Personnel Review, Journal of Occupational and Organizational Psychology, Studies in Nonlinear Dynamics and Econometrics, Eastern European Economics, Evidence-based HRM: A Global Forum for Empirical Scholarship, Journal of Economic and Management Strategy, Journal of Institutional and Theoretical Economics.

Awards and fellowships

Canada's Social Sciences and Humanities Research Council Insight grant (2014-2017), with Andrey Stoyanov.

University of Birmingham graduate scholarship (2003-2006).

Central European University graduate scholarship (2001-2003).

President of Russia scholarship for study abroad (1999-2000).

Affiliations

IZA, Verein für Socialpolitik (German Economic Association), Academy of Management.

Personal

Born on December 09, 1979. Dutch national. Married, two children.