

Guido Friebe

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Fields of Research

Human Resources
Organizational, Institutional, Personnel Economics

Academic Work Experience

Since 2008: Full Professor, Goethe University
2002 – 2007: Maître de Conférence at EHESS, Toulouse School of Economics (TSE)
2001 – 2002: Deputy Director of the Stockholm Institute of Transition Economics (SITE) at
Stockholm School of Economics (2001/2002)
1997 – 2001: Assistant Professor at SITE
1996 – 1997: Marie Curie Post-doctoral fellow at IDEI, Toulouse

Education

March 2007: Habilitation, TSE, March 2007
June 1996: Ph.D. in Economics, Université Libre de Bruxelles (ULB)
1992: Diplom-Volkswirt (M.A., Economics), Universität Bielefeld

Academic Activities and Service

- Vice President of the Society for Institutional and Organizational Economics (Board Member since 2017)
- Member of the Scientific Advisory Board of Sciences Po, Paris, since 2015
- Co-founder and Member of the Board of the Organizational Economics Committee of the German Economic Association (Verein für Socialpolitik)
- Co-Managing Editor, Economics of Transition and Institutional Change
- Member of the Scientific Committee of the Annual CEPR conference on Incentives, Management, and Organizations
- Fellow of the Centre for Economic Policy Research (CEPR), London
- Fellow of Institut für die Zukunft der Arbeit (IZA), Bonn
- Former Member of the Editorial Board of BEJEAP
- Former Associate Editor, Economic Systems
- Organizer of numerous workshops and conferences on personnel and organizational economics
- Researcher in charge of a DFG/ANR project with IDEI Toulouse “The Relationship between Incentives and Identity in Organizations”
- Member of the EEA, AEA, VfS

Awards

Two times winner of the Gold Medal of the Global Development Network (for papers 23 and 24 with Sergei Guriev)

Professional Experience

1997 – 2000: Team leader, Russian-European Centre for Economic Policy (RECEP),
Moscow

1990: Treuhandanstalt (THA), Berlin, Corporate Finance

1992 – 1993: Consultant with THA in the Moscow Region

1984 – 1985: Mandatory military service

Academic Seminars (2018 to April 2021)

Bologna, UC Berkeley, Los Andes Bogotá, Rosario Bogotá, CEU Budapest, EEA Cologne (invited session), Copenhagen, Queen's Kingston, SIOE Montreal, Columbia U New York, INSEAD Singapore, Stanford, Tilburg U, U Tokyo, Waseda Tokyo, Rotman School Toronto, UAB Barcelona, Fuqua Duke (Strategy), Loyola Sevilla

Media

Among others my research has been featured in the New York Times, Le Monde, Les Echos, L'Expansion, Süddeutsche Zeitung, Frankfurter Allgemeine Zeitung, Lebensmittelzeitung, Handelsblatt, Hessischer Rundfunk (TV and Radio), CNBC, Deutsche Welle, RTL, Deutschlandfunk, ZDF

Publications in Refereed Journals

1. Guido Friebel, Matthias Heinz and Nick Zubanov (2021): “The Effect of Announced Downsizing on Workplace Performance: Evidence from a Retail Chain”, forthcoming, *Research in Labor Economics*
2. Miriam Krüger and Guido Friebel (2021): “The Long-term Consequences of a Pay Change”, forthcoming, *Journal of Labor Economics*
3. Tobias Brunner, Guido Friebel, Richard Holden and Suraj Prasad (2021): “Incentives to Discover Talent”, forthcoming, *Journal of Law, Economics and Organization*
4. Guido Friebel, Marie Lalanne, Bernard Richter, Peter Schwardmann and Paul Seabright (2021): “Gender Differences in Social Interactions”, *Journal of Economic Behavior and Organization* 186, 33-45
5. Guido Friebel, Matthias Heinz und Nick Zubanov (2021): “Middle Managers, Personnel Turnover and Performance: A Long-Term Field Experiment in a Retail Chain”, *Management Science*
6. Guido Friebel, Matthias Heinz, Pooyan Khashabi, Tobias Kretschmer and Nick Zubanov (2020): “Market Competition and Effectiveness of Performance Pay: Evidence from the Field”, *Organization Science*, 32 (2), 334-351

7. Darwin Cortes, Guido Friebel and Dario Maldonado (2020): “Crime and Education in a Model of Information Transmission”, *Annals of Public and Cooperative Economics*, 91, 71-93
8. Guido Friebel, Gerard McCullough and Laura Padilla-Angulo (2019): “Product Market Deregulation's Winners and Losers: US Railroads Between 1981 and 2001”, *Journal of Transportation Economics and Policy*, 53, 288-313
9. Guido Friebel, Michael Kosfeld and Gerd Thielmann (2019): “Trust the Police? Self-Selection of Motivated Agents into the German Police Force”, *American Economic Journal (Microeconomics)*, 11 (4), 59-78
10. Guido Friebel, Matthias Heinz, Miriam Krüger and Nick Zubanov (2017): “Team Incentives and Performance: Evidence from a Retail Chain”, *American Economic Review* 107 (8), 2168-2203
11. Emmanuelle Auriol, Guido Friebel and Frauke Lammers (2016): “The Firm as the Locus of Social Comparisons: Internal Labor Markets Versus Up-or-Out”, *Journal of Economic Behavior and Organization* 121, 41-59
12. Guido Friebel, Jibirila Leinyuy and Paul Seabright (2015): “The Schubert Effect: When Flourishing Businesses Crowd Out Human Capital”, *World Development*, 68, 124-135
13. Guido Friebel, Gerard McCullough and Laura Padilla (2014) “Patterns of Restructuring: The U.S. Class 1 Railroads from 1984 to 2004”, *Journal of Transportation Economics and Policy*, 48, 115-35
14. Joël van der Weele, Julija Kulisa, Michael Kosfeld and Guido Friebel (2014): “Resisting Moral Wiggle Room: How Robust is Reciprocity?”, *American Economic Journal (Microeconomics)*, 6, 256-64
15. Guido Friebel and Matthias Heinz (2014): “Media Slant against Foreign Owners: Downsizing”, *Journal of Public Economics*, 120, 97-106.
16. John Ekberg, Rickard Ericksson and Guido Friebel (2013): “Parental Leave: A Policy Evaluation of the Swedish Daddy-Month Reform”, *Journal of Public Economics*, 97, 131-43
17. Guido Friebel, Juan-Miguel Gallego and Maria-Pia Mendola (2013): “Xenophobic Attacks, Migration Intentions and networks: Evidence from the South of Africa”, *Journal of Population Economics*, 26, 555-91
18. Guido Friebel and Helena Schweiger (2013): “Management Quality, Ownership, Firm Performance and Market Pressure in Russia”, *Open Economies Review*, 24, 763-88
19. Guido Friebel and Sergei Guriev (2012): “Whistle-blowing and Incentives in Firms”, *Journal of Economics and Management Strategy*, 21, 1007-27

20. Erik Berglöf, Mike Burkart, Guido Friebel and Elena Paltseva (2012): “Club-in-the-Club: Reform under Unanimity”, *Journal of Comparative Economics*, 40, 492-507
21. Guido Friebel and Paul Seabright (2011): “Do Women Have Longer Conversations? Telephone Evidence of Gendered Communication Strategies”, *Journal of Economic Psychology*, 32, 348–56
22. Guido Friebel and Wendelin Schnedler (2010): “Team Governance: Empowerment or Hierarchical Control”, *Journal of Economic Behavior and Organization*, 78, 1–13
23. Guido Friebel and Michael Raith (2010): “Resource Allocation and Organizational Form”, *American Economic Journal (Microeconomics)*, 2, 1-33
24. Guido Friebel and Mariassunta Giannetti (2010): “Fighting for Talent: Risk-shifting, Corporate Volatility, and Organizational Change”, *Economic Journal*, 119, 1344-73
25. Guido Friebel, Marc Ivaldi and Catherine Vibes (2010): “Railway (De)Regulation – A European Efficiency Comparison”, *Economica*, 77, 77-91
26. Guido Friebel and Marco Niffka (2009): “The Functioning of Inter-modal Competition in the Transportation Market: Evidence from the Entry of Low-cost Airlines in Germany”, *Review of Network Economics*, 8, 189-211
27. Erik Berglöf, Mike Burkart, Guido Friebel and Elena Paltseva (2008): “Widening and Deepening: Reforming the European Union”, *American Economic Review (Papers and Proceedings)*, 98, 133-37
28. Guido Friebel and Sergei Guriev (2006): “Smuggling Humans: A Theory of Debt-financed Migration”, *Journal of the European Economic Association*, 4, 1085-111
29. Guido Friebel and Sergei Guriev (2005): “Attaching Workers Through In-kind Payments: Theory and Evidence from Russia”, *The World Bank Economic Review*, 19, 175-202
30. Guido Friebel and Alexander Matros (2004): “A Note on CEO Compensation, Elimination Tournaments and Bankruptcy Risk”, *Economics of Governance*, 6, 105-11
31. Guido Friebel and Michael Raith (2004): “Abuse of Authority and Hierarchical Communication”, *The RAND Journal of Economics*, 35, 224-44
32. Olivier Debande and Guido Friebel (2004): “A Positive Theory of Give-away Privatization”, *International Journal of Industrial Organization*, 22, 1309-25
33. Emmanuelle Auriol, Guido Friebel and Lambros Pechlivanos (2002): “Career Concerns in Teams”, *Journal of Labor Economics*, 20, 289-307
34. Guido Friebel (2000): “Bureaucracies in the Russian Voucher Privatisation”, *The Economics of Transition*, 8, 37-57
35. Guido Friebel (1995): “Organisational Issues of Trade and Services Privatisation in Russia”, *Economic Systems*, 25-58

Articles under review

Guido Friebel, Matthias Heinz and Stefan Pasch (2020): “The Long-run Effects of War: The 30 Years’ War and Violent Crime in the Late 19th Century”, to be revised and resubmitted to *Journal of Economic Behavior and Organization*

Matthias Heinz, Mitch Hoffman and Nick Zubanov (2020): “What does a Referral Bonus Do?”, to be revised and resubmitted to *Journal of Political Economy*

Work in (different state of) progress

Guido Friebel, Miriam Manchin, Mariapia Mendola and Giovanni Prarolo: “Human Smuggling and Intentions to Migrate: Global Evidence from a Supply Shock along Africa-to-Europe Migration Routes”, CEPR DP 13326

Guido Friebel and Levent Yilmaz: “Flexibility, Specialization and Individual Productivity: Evidence from Call Center Data”, CEPR DP

Guido Friebel und Michael Raith: “Managers, Training, and Internal Labor Markets”

Guido Friebel, Marius Liebald und Navid Sabet: “Terrorism and Votes”

Sidney Block, Guido Friebel, Matthias Heinz und Nick Zubanov: “Mystery Shopping and Service Quality in Retail”

Cagatay Bircan, Guido Friebel und Tristan Stahl: “Knowledge Teams, Careers, and Gender”

Emmanuelle Auriol, Guido Friebel, Alisa Weinberger und Sascha Wilhelm: “Women In Economics – Europe and the World”