

CURRICULUM VITAE

Professor Dr. Jenny Kragl

Professor of Economics (Microeconomics)

Group Speaker Economics & Philosophy

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



Research Interests

- Organizational Economics, Personnel Economics
- Behavioral Economics, Managerial Economics

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
05/2014 – 02/2015: Maternity Leave
- **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**
Doctorate (*Dr. rer. pol.*, equiv. Ph.D.)
Humboldt-Universität zu Berlin, School of Business and Economics, Germany
- **11/2004**
Diploma Degree in Business Administration (*Diplom-Kauffrau*, equiv. M.Sc.)
Humboldt-Universität zu Berlin, School of Business and Economics, Germany

Peer-Reviewed Publications

Bental, B. & Kragl, J. (2021). [Inequality and Incentives with Societal Other-Regarding Preferences](#). *Journal of Economic Behavior and Organization* 188, 1298-1324. doi.org/10.1016/j.jebo.2021.05.024. [Working paper](#).

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

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. [Working paper](#).

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. [Working paper](#).

Other Publications

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

Discussion and Working Papers

Bental, B., Kragl, J. & Safaynikoo P. Incentives and Peer Effects in the Workplace: On the Impact of Inferiority Aversion on Organizational Design.

Kragl, J., Palermo, A., Xi, G. & Block, J. Family or Nonfamily? CEO Appointment in a Multitask Model with Economic and Non-Economic Tasks. Earlier version: *Discussion Papers in Economics and Management*, No. 17-17, German Economic Association of Business Administration e.V. (GEABA)

Gogova, M. & Kragl, J. Wage Bargaining when Workers Have Fairness Concerns. Earlier version: *Discussion Papers in Economics and Management*, No. 13-15, German Economic Association of Business Administration e.V. (GEABA)

Kragl, J. Relational Incentive Contracts for Envious Workers. *Discussion Papers in Economics and Management*, No. 12-25. German Economic Association of Business Administration e.V. (GEABA)

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

Research Visits

- **2021**
 - o Zeppelin University, Friedrichshafen, Germany
 - o Universität Wien, Austria (rescheduled for 2022)

Conferences Presentations

- **2020**
 - o Verein für Socialpolitik Annual Conference, Cologne, Germany (virtual meeting);
 - o Society for the Advancement of Behavioral Economics (SABE) Annual Conference, Moscow, Russia (virtual meeting)
- **2019**
 - o Colloquium on Personnel Economics (COPE), Augsburg, Germany;
 - o Society for Institutional & Organizational Economics (SIOE) Annual Conference, Stockholm, Sweden
- **2018**
 - o Institutional and Organizational Economics Academy (IOEA), Corsica, France (invited workshop on "Social Preferences and Incentives in Organizations");
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Frankfurt Main, Germany

- **2017**
 - o Society for Institutional & Organizational Economics (SIOE) Annual Conference, NYC, USA (presentation, chair of organized session, and member of the program committee);
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Hohenheim, Germany
- **2016**
 - o Society for Institutional & Organizational Economics (SIOE) Annual Conference, Paris, France;
 - o Colloquium on Personnel Economics (COPE), Aachen, Germany
- **2015**
 - o Colloquium on Personnel Economics (COPE), Vienna, Austria
- **2013**
 - o Economic Science Association (ESA) World Meetings, Zurich, Switzerland;
 - o Verein für Socialpolitik Annual Conference, Düsseldorf, Germany;
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Magdeburg, Germany;
- **2012**
 - o German Economic Association of Business Administration e.V. Annual Symposium, Graz, Austria;
 - o International Economic Science Association (ESA) Annual Conference, New York, USA;
 - o Kolloquium zur Personalökonomie (PÖK), Paderborn, Germany (plenary session)
- **2011**
 - o Verein für Socialpolitik Annual Conference, Frankfurt M., Germany;
 - o Royal Economic Society (RES) Annual Conference, London, UK;
 - o Kolloquium zur Personalökonomie (PÖK), Zurich, Switzerland;
- **2010**
 - o Southern Economic Association (SEA) Annual Meeting, Atlanta, USA;
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Frankfurt M., Germany;
 - o European Association for Research in Industrial Economics (EARIE) Annual Conference, Istanbul, Turkey;
 - o European Association of Labour Economists & Society of Labor Economists (EALE) World Meeting, London, UK;
 - o 'Health. Happiness. Inequality. Modelling the Pathways between Income Inequality and Health' Conference, Darmstadt, Germany (presentation and discussion)
- **2009**
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Vallendar, Germany;
 - o Verein für Socialpolitik Annual Meeting, Magdeburg, Germany;
 - o European Economic Association (EEA) Annual Congress, Barcelona, Spain;
 - o International Society for New Institutional Economics (ISNIE) Annual Conference, Berkeley, USA;
 - o Kolloquium zur Personalökonomie (PÖK), Vienna, Austria

- **2008**
 - o Verein für Socialpolitik Annual Conference, Graz, Austria;
 - o German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Augsburg, Germany;
 - o European Economic Association (EEA) Annual Congress, Milan, Italy;
 - o Kolloquium zur Personalökonomie (PÖK), Bonn, Germany
- **2007**
 - o Verein für Socialpolitik Annual Conference, Munich, Germany;
 - o German Economic Association of Business Administration (GEABA) Annual Symposium, Tübingen, Germany;
 - o European Economic Association (EEA) Annual Congress, Budapest, Hungary;
 - o Kolloquium zur Personalökonomie (PÖK), Tübingen, Germany;
 - o International Meeting on Experimental and Behavioral Economics (IMEBE), Málaga, Spain
- **2006**
 - o European School on New Institutional Economics (ESNIE), Corsica (Cargèse), France

Invited Talks and Workshop Organization

- **2021**
 - o Zeppelin University, Friedrichshafen, Germany;
 - o Universität Wien, Austria
- **2018**
 - o Institutional and Organizational Economics Academy (IOEA), Corsica, France (invited workshop on "Social Preferences and Incentives in Organizations")
- **2016**
 - o Otto-Friedrich-Universität Bamberg, Germany;
 - o CRC 649 "Economic Risk" Final Colloquium, Berlin, Germany
- **2014**
 - o Julius-Maximilians-Universität Würzburg, Germany
- **2013**
 - o Universität Trier, Germany;
 - o Humboldt-Universität zu Berlin, Germany;
 - o Karlsruher Institut für Technologie (KIT), Karlsruhe, Germany
- **2012**
 - o Universität Paderborn, Germany
- **2011**
 - o Humboldt-Universität zu Berlin, Germany;
 - o Universität Heidelberg, Germany;
 - o Freie Universität Berlin, Germany

- **2010**
 - o Otto-von-Guericke-Universität Magdeburg, Germany;
 - o Universität zu Köln, Germany
- **2009**
 - o Universität Wien, Vienna, Austria

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**
DAAD Travel Grant, Southern Economic Association (SEA) Annual Meeting, Atlanta, USA
- **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 for Organizational Economics in the Verein für Socialpolitik (founding member)

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)

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