CURRICULUM VITAE

Professor Dr. Jenny Kragl

Professor of Economics (Microeconomics)

EBS Universität für Wirtschaft und Recht
EBS Business School
Rheingaustr. 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

- **01/2020 – 12/2021**
  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

EBS Universität

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

Conference and Workshop Presentations

- **2022**
  - 24th Colloquium on Personnel Economics (COPE), University of Aarhus, Department of Business Development and Technology (BTECH), Herning, Denmark;
  - Society for Institutional & Organizational Economics (SIOE) Annual Conference, Toronto, Canada (June 23-25, scheduled)
  - Foundations of Utility and Risky Bi-Annual Conference (FUR), Ghent, Belgium (July 11-14, scheduled)

- **2020**
  - Verein für Socialpolitik Annual Conference, Cologne, Germany (virtual meeting);
  - Society for the Advancement of Behavioral Economics (SABE) Annual Conference, Moscow, Russia (virtual meeting)

- **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 on “Social Preferences and Incentives in Organizations”);
  - German Economic Association of Business Administration e.V. (GEABA) 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. (GEABA) Annual Symposium, Hohenheim, Germany

- **2016**
  - Society for Institutional & Organizational Economics (SIOE) Annual Conference, Paris, France;
  - Colloquium on Personnel Economics (COPE), Aachen, Germany

- **2015**
  - Colloquium on Personnel Economics (COPE), Vienna, Austria

- **2013**
  - Economic Science Association (ESA) World Meetings, Zurich, Switzerland;
  - Verein für Socialpolitik Annual Conference, Düsseldorf, Germany;
  - German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Magdeburg, Germany;

- **2012**
  - German Economic Association of Business Administration e.V. Annual Symposium, Graz, Austria;
  - International Economic Science Association (ESA) Annual Conference, New York, USA;
  - Kolloquium zur Personalökonomie (PÖK), Paderborn, Germany (plenary session)

- **2011**
  - Verein für Socialpolitik Annual Conference, Frankfurt M., Germany;
  - Royal Economic Society (RES) Annual Conference, London, UK;
  - Kolloquium zur Personalökonomie (PÖK), Zurich, Switzerland;

- **2010**
  - Southern Economic Association (SEA) Annual Meeting, Atlanta, USA;
  - German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Frankfurt M., Germany;
  - European Association for Research in Industrial Economics (EARIE) Annual Conference, Istanbul, Turkey;
  - European Association of Labour Economists & Society of Labor Economists (EALE) World Meeting, London, UK;
  - 'Health. Happiness. Inequality. Modelling the Pathways between Income Inequality and Health' Conference, Darmstadt, Germany (presentation and discussion)

- **2009**
  - German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Vallendar, Germany;
  - Verein für Socialpolitik Annual Meeting, Magdeburg, Germany;
  - European Economic Association (EEA) Annual Congress, Barcelona, Spain;
  - International Society for New Institutional Economics (ISNIE) Annual Conference, Berkeley, USA;
  - Kolloquium zur Personalökonomie (PÖK), Vienna, Austria

- **2008**

  - Verein für Socialpolitik Annual Conference, Graz, Austria;
  - German Economic Association of Business Administration e.V. (GEABA) Annual Symposium, Augsburg, Germany;
  - European Economic Association (EEA) Annual Congress, Milan, Italy;
  - Kolloquium zur Personalökonomie (PÖK), Bonn, Germany

- **2007**

  - Verein für Socialpolitik Annual Conference, Munich, Germany;
  - German Economic Association of Business Administration (GEABA) Annual Symposium, Tübingen, Germany;
  - European Economic Association (EEA) Annual Congress, Budapest, Hungary;
  - Kolloquium zur Personalökonomie (PÖK), Tübingen, Germany;
  - International Meeting on Experimental and Behavioral Economics (IMEBE), Málaga, Spain

- **2006**

  - European School on New Institutional Economics (ESNIE), Corsica (Cargèse), France

Invited Talks and Workshops

- **2022**

  - Copenhagen Network for Experimental Economics (CNEE), University of Aarhus, Denmark (May 24, scheduled)

- **2021**

  - Zeppelin University, Friedrichshafen, Germany;
  - Universität Wien, Austria

- **2018**

  - Institutional and Organizational Economics Academy (IOEA), Corsica, France (invited workshop on “Social Preferences and Incentives in Organizations”)

- **2016**

  - Otto-Friedrich-Universität Bamberg, Germany;
  - CRC 649 “Economic Risk” Final Colloquium, Berlin, Germany

- **2014**

  - Julius-Maximilians-Universität Würzburg, Germany

- **2013**

  - Universität Trier, Germany;
  - Humboldt-Universität zu Berlin, Germany;
  - Karlsruher Institut für Technologie (KIT), Karlsruhe, Germany

- **2012**

  - Universität Paderborn, Germany

- **2011**

  - Humboldt-Universität zu Berlin, Germany;
  - Universität Heidelberg, Germany;
  - Freie Universität Berlin, Germany

- **2010**

  - Otto-von-Guericke-Universität Magdeburg, Germany;
  - Universität zu Köln, Germany

- **2009**

  - 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)

- **01/2020-01/2022**
  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

- **2014 – 2021**
  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)

- **2012 – 2014**
  Member of University Senate

Teaching

EBS Universität für Wirtschaft & Recht (Instructor)

- Economics of Strategy (Bsc), since 2022
- 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: March 2022

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University Website

LinkedIn Page

EBS Universität