

Anja Schöttner

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Research Interests

Personnel Economics, Organizational Economics

Academic Positions

2015-present Full Professor for Management, Humboldt-Universität zu Berlin
2013-2017 Adjunct Professor, University of Stavanger, Norway
2012-2015 Full Professor for Organizational Economics, University of Konstanz
2007-2012 Juniorprofessor for Applied Microeconomics and Management, University of Bonn
2001-2007 Scientific assistant, Humboldt-Universität zu Berlin

Visiting Positions

2006-2007 Visiting Scholar, University of Connecticut, USA (6 months)
2002-2003 Visiting PhD student, Bocconi University, Milan, Italy (3 months)

Education

2005 Doctorate (Dr. rer. pol., equiv. PhD) Humboldt-Universität zu Berlin
2001 Diploma-Degree *Diplom-Wirtschaftsmathematikerin*, University of Magdeburg
1996-2001 Studies in Mathematics and Economics, University of Magdeburg

Peer-reviewed Publications

2022	Dur, R., Kvaløy, O., and Schöttner, A. (2022). Leadership styles and labor-market conditions. <i>Management Science</i> , 68:2377–3174, doi: 10.1287/mnsc.2021.4017
	Kräkel, M. and Schöttner, A. (2022). The impact of haggling costs on the optimal organizational design for sales forces. <i>Management Accounting Research</i> , 54:100770, doi: 10.1016/j.mar.2021.100770
2021	Fest, S., Kvaløy, O., Nieken, P., and Schöttner, A. (2021). How (not) to motivate online workers: Two controlled field experiments on leadership in the gig economy. <i>The Leadership Quarterly</i> , 32:101514, doi: 10.1016/j.leaqua.2021.101514

- 2020 Kräkel, M. and Schöttner, A. (2020). Delegating pricing authority to sales agents: The impact of kickbacks. *Management Science*, 66(6):2291–2799, doi:[10.1287/mnsc.2019.3293](https://doi.org/10.1287/mnsc.2019.3293)
- 2017 Schöttner, A. (2017). Optimal sales force compensation in dynamic settings: Commissions vs. bonuses. *Management Science*, 63(5):1529–1544, doi:[10.1287/mnsc.2015.2397](https://doi.org/10.1287/mnsc.2015.2397)
- 2016 Kräkel, M. and Schöttner, A. (2016). Optimal sales force compensation. *Journal of Economic Behavior & Organization*, 126, Part A:179–195, doi:[10.1016/j.jebo.2016.03.015](https://doi.org/10.1016/j.jebo.2016.03.015)
- 2015 Kvaløy, O., Nieken, P., and Schöttner, A. (2015). Hidden benefits of reward: A field experiment on motivation and monetary incentives. *European Economic Review*, 76:188–199, doi:[10.1016/j.eurocorev.2015.03.003](https://doi.org/10.1016/j.eurocorev.2015.03.003)
- Kvaløy, O. and Schöttner, A. (2015). Incentives to motivate. *Journal of Economic Behavior & Organization*, 116:26–42, doi:[10.1016/j.jebo.2015.03.012](https://doi.org/10.1016/j.jebo.2015.03.012)
- 2014 Kragl, J. and Schöttner, A. (2014). Wage floors, imperfect performance measures, and optimal job design. *International Economic Review*, 55(2):525–550, doi:[10.1111/jere.12060](https://doi.org/10.1111/jere.12060)
- 2013 Matschke, X. and Schöttner, A. (2013). Antidumping as strategic trade policy under asymmetric information. *Southern Economic Journal*, 80(1):81–105, doi:[10.4284/0038-4038-2010.028](https://doi.org/10.4284/0038-4038-2010.028)
- 2012 Kräkel, M. and Schöttner, A. (2012). Internal labor markets and worker rents. *Journal of Economic Behavior & Organization*, 84(2):491–509, doi:[10.1016/j.jebo.2012.08.008](https://doi.org/10.1016/j.jebo.2012.08.008)
- 2010 Kräkel, M. and Schöttner, A. (2010b). Technology choice, relative performance pay, and worker heterogeneity. *Journal of Economic Behavior & Organization*, 76(3):748–758, doi:[10.1016/j.jebo.2010.08.016](https://doi.org/10.1016/j.jebo.2010.08.016)
- Kräkel, M. and Schöttner, A. (2010a). Minimum wages and excessive effort supply. *Economics Letters*, 108(3):341–344, doi:[10.1016/j.econlet.2010.06.004](https://doi.org/10.1016/j.econlet.2010.06.004)
- Demougin, D. and Schöttner, A. (2010). Technology adoption under hidden information. *Journal of Economics*, 100(1):1–18, doi:[10.1007/s00712-010-0128-1](https://doi.org/10.1007/s00712-010-0128-1)
- Schöttner, A. and Thiele, V. (2010). Promotion tournaments and individual performance pay. *Journal of Economics & Management Strategy*, 19(3):699–731, doi:[10.1111/j.1530-9134.2010.00267.x](https://doi.org/10.1111/j.1530-9134.2010.00267.x)
- 2008 Schöttner, A. (2008b). Relational contracts, multitasking, and job design. *Journal of Law, Economics, and Organization*, 24(1):138–162, doi:[10.1093/jleo/ewm044](https://doi.org/10.1093/jleo/ewm044)

- Schöttner, A. (2008a). Fixed-prize tournaments versus first-price auctions in innovation contests. *Economic Theory*, 35(1):57–71, doi:[10.1007/s00199-007-0208-9](https://doi.org/10.1007/s00199-007-0208-9)
- Helm, C. and Schöttner, A. (2008). Subsidizing technological innovations in the presence of R&D spillovers. *German Economic Review*, 9(3):339–353, doi:[10.1111/j.1468-0475.2008.00436.x](https://doi.org/10.1111/j.1468-0475.2008.00436.x)
- 2005 Schöttner, A. (2005). Precision in U-type and J-type tournaments. *Schmalenbach Business Review*, 57:167–192

Non-peer Reviewed Publications

- 2007 Auditors' Liability under Prospect Theory, Kommentar, *Kritische Vierteljahresschrift für Gesetzgebung und Rechtswissenschaft* 90 (2007), 215-218
- 2005 Essays on Incentive Contracts under Moral Hazard and Non-Verifiable Performance, Dissertation at the Humboldt-Universität zu Berlin, [online publication](#)

Conference Talks

- 2024 Lausanne Management and Economics Workshop
- 2023 German Economic Association of Business Administration (Paderborn), TRR 190 Internal Retreat Ohlstadt, TRR 266 Annual Conference (Mannheim)
- 2019 SOIE (Stockholm), Stavanger Workshop on Trust and Cooperation in markets and organizations, Workshop on Entrepreneurship and Innovation (Munich)
- 2018 European Economic Association (Cologne); Game Theory and Experimental Economics GOR B-Conference (HU Berlin); Stavanger Workshop on Incentives and Motivation (Stavanger)
- 2016 Verein für Socialpolitik (Augsburg), Stavanger Workshop on Incentives and Motivation (Stavanger), Annual Meeting of the Committee for Industrial Economics (Regensburg), Annual Meeting of the Committee for Theoretical Economics (Basel)
- 2015 German Economic Association of Business Administration (Hamburg); European Economic Association (Mannheim); Stavanger Workshop on Incentives and Motivation (Stavanger); 18th Colloquium on Personnel Economics (Vienna)
- 2014 17th Colloquium on Personnel Economics (Cologne)
- 2013 Verein für Socialpolitik (Dusseldorf)

2012	European Association of Labour Economics (Bonn)
2011	ZEW/Tinbergen Institute Workshop “Behavioural Personnel Economics” (Mannheim); German Economic Association of Business Administration (Zurich); Verein für Socialpolitik (Frankfurt); Law and Economics of Contracts (Bergen); 14 th Colloquium on Personnel Economics (Zurich)
2010	Verein für Socialpolitik (Kiel), European Association for Research in Industrial Organization (Istanbul)
2009	Young Researchers Workshop on “Contests and Tournaments” (Magdeburg); SFB TR 15 Young Researcher Workshop (Berlin); 12 th Colloquium on Personnel Economics (Vienna)
2008	German Economic Association of Business Administration (Augsburg); European Economic Association (Milan); Society of Labor Economics (New York City)
2007	WZB Young Researchers Workshop on “Contests and Tournaments” (Berlin); Verein für Socialpolitik (Munich); European Economic Association (Budapest)
2006	European Association for Research in Industrial Organization (Amsterdam); 9 th Colloquium on Personnel Economics (Zurich)
2005	8 th Kolloquium on Personnel Economics (Konstanz)
2004	German Economic Association of Business Administration (Bonn); 7 th Colloquium on Personnel Economics (Bonn)
2003	Verein für Socialpolitik (Zurich); European Association of Labour Economics (Sevilla); European Economic Association (Stockholm)
2002	German Economic Association of Business Administration (Berlin)

Invited Talks

2024	Lausanne Management and Economics Workshop, Erasmus University Rotterdam (scheduled), University of Konstanz (scheduled), Johannes Kepler University Linz (scheduled)
2022	Goethe-Universität Frankfurt, Vienna University of Economics and Business
2019	University of Cologne, University of Bonn, Erasmus University Rotterdam
2016	University of Rostock, University of Hamburg
2015	University of Strasbourg

2014	University of Ulm, University of Vienna, University of Stavanger
2013	University of Regensburg, University of Trier, Humboldt-Universität zu Berlin
2012	University of Tübingen, University of Frankfurt (O), University of Frankfurt (M), University of Mainz, University of Würzburg, University of Konstanz
2011	University of Bern, University of Magdeburg, WZB Berlin, University of Mannheim, Technical University Darmstadt, University of Vienna, Humboldt-Universität zu Berlin, Karlsruhe Institute of Technology, RWTH Aachen
2010	Technical University Darmstadt, Technical University Berlin, University of Erfurt, RWTH Aachen
2009	University of Stavanger, DIW Berlin, Tinbergen Institute Rotterdam
2008	University of Osnabrück, University of Vienna
2007	University of Bonn

Scholarships, Awards, and Grants

2013-2017	Member of Research Team, Grant of the Research Council of Norway, “Feedback and Incentives: Maintaining Motivated Employees,” Principal Investigator: Mari Rege, University of Stavanger, Norway
2010-2013	Member of Research Team, Grant of the Research Council of Norway, “The Law and Economics of Relational Contracts,” Principal Investigator: Ola Kvaløy, University of Stavanger, Norway
2011	Walther-Rathenau-Preis 2011, awarded on the occasion of the XII. Symposium zur Ökonomischen Analyse der Unternehmung by the German Economic Association of Business Administration e.V., presented paper: Incentives to Motivate
Oct 2006–Mar 2007	DAAD Postdoc-Scholarship, University of Connecticut, USA
Sep–Oct 2002/ Jan–Feb 2003	Marie Curie Fellowship, Bocconi University, Milan, Italy
2001	Faculty award for the best graduate of the faculty of mathematics, University of Magdeburg

Refereeing

Academic journals: American Economic Journal: Microeconomics; American Economic Review; B.E. Journal of Macroeconomics; Bulletin of Economic Research; Business Research; Canadian Journal of Economics; Economic Inquiry; Economic Theory; European Economic Review; European Journal of Political Economy; German Economic Review; International Economics and Economic Policy; International Economic Review; International Journal of the Economics of Business; Journal of Economics; Journal of Economics and Management Strategy; Journal of Environmental Economics and Management; Journal of Economic Behavior and Organization; Journal of Industrial Organization; Journal of Institutional and Theoretical Economics; Journal of Labor Economics; Journal of Management Accounting Research; Journal of Law, Economics, and Organization; Journal of Mathematical Economics; Journal of Public Economic Theory; Labour Economics; Management Accounting Research; Management Science; PNAS; RAND Journal of Economics; Review of Economic Design; Review of Managerial Economics; Schmalenbach Business Review; Social Choice and Welfare; Journal of Business Economics/*Zeitschrift für Betriebswirtschaft*

Conferences:

Verein für Socialpolitik (annual congress 2008, 2010, 2011, 2016)

Verein der Hochschullehrer für Betriebswirtschaft (annual congress 2016)

European Economic Association (annual congress 2008)

Teaching

Humboldt-Universität zu Berlin (2015-present): Organizational Economics (Bachelor level); Personnel Economics (Bachelor and Master level); Organization and Management (Master level); Incentives in Organizations (Master level); Advanced Topics in Management (Master level)

University of Konstanz (2012-2015): BWL 1 (Organizational Economics) (Bachelor level); Introduction to Personnel Economics (Bachelor level); Personnel Economics (Bachelor level); Contract Theory (Master level); Topics in Advanced Contract Theory (PhD program)

University of Bonn (2007-2012): Managerial Accounting (Master level); Organization and Incentives (Master level); Personnel Economics (Master level); Coordination in Hierarchies (Master level); Innovation and Incentives (PhD program); Project module in Management and Applied Microeconomics (seminar, Master level); Outsourcing vs. Integration (seminar, Master level)

Humboldt-Universität zu Berlin (2001-2007): Personnel Economics (lecture and tutorial; Bachelor level); Game Theory, Strategies, and Management (lecture and tutorial, Bachelor level); Tournaments as an Incentive Device (lecture, Master level); Organization and Management I (tutorial, Bachelor level); Organization and Management II (lecture and tutorial, Master level); Economics, Law, and Organization (lecture, Master level); Alternative Organizational Forms (seminar, Master level); Network Economics (tutorial, Master level); Microeconomics of Banking (tutorial, Master level)