

# **WORK CULTURES, DIVERSITY, COMPETITIVENESS, AND INCENTIVES**

Summer Term 2017: Seminar on Morals and Social Behavior

## **1. TOPIC DESCRIPTION**

Workplaces and work cultures are shaped by people who design their rules and frameworks but also by people following or adjusting to these rules and working in these environments. Major differences seem to exist between professions and industries, and between traditionally rather male or female dominated fields. Specifically, male dominated environments have been described as more focused on competitiveness and hierarchies. In contrast, female dominated professions like in health care or education seem to go less hand in hand with competitive incentive schemes, and may be rather based on teamwork, collaboration, and the perception that everybody is “equal.” As managers, a literature has described females as more supportive than males. Yet there are not as many females as males in top management position. Males may be more confident (sometimes even overconfident), and less risk-averse than females. A literature suggests that there may be gender differences in preferences. These differences can be very relevant and important for labor and work contexts. If they exist, it is of course also a question whether nature and/or nurture causes these preferences.

In this seminar, we discuss questions like: Which mechanisms are responsible for cultural differences in workplaces? For example, should women more “behave like men,” or should men “think more like women”? How do women and men deal with competition? Why are women overrepresented in jobs that require emotional work such as caring and nurturing in health care or education? How can we design workplaces and labor contracts to increase the motivation and productivity of women and men alike? How can we utilize the full potential of our workforce? The seminar is not limited to the gender or industry focus. Related topics are welcome as well!

## **2. SCOPE OF THE SEMINAR**

With the support at our chair, students develop their own ideas for the design of an economic experiment. Students are expected to work in teams of two and can apply as teams. We will try to respect students' wishes when assigning teams. (There is no guarantee we can respect your wishes, but we will do our best. Students can of course also apply individually; we will assign teams in the end if possible.)

Important: We do not assign or provide pre-developed topics in this seminar! Finding a topic and your own research idea is substantial to this seminar. Potential topics in this seminar could focus on competition, tournaments, payment schemes, negotiation, teams, cooperation, reciprocity, self-selection and many more.

We expect from you a strong interest for experimental economics, active participation and self-dependence as well as the will to use your creativity, enthusiasm and curiosity to develop your own research idea. Prior knowledge about experimental economics is important (e.g. successful completion of the lecture "Economics and Behavior" at our chair).

The introductory meeting will take place on 26 April 2017. The meeting for midterm presentations will take place on 07 July 2017. Full attendance in both meetings is required for successful participation in the seminar! Seminar papers of 8-10 pages must be handed in by 15 August 2017. Midterm presentations of max. 20 minutes followed by a short discussion will allow you to give and get feedback concerning the research ideas and study designs. The feedback you give will be included in your grading. Grading for Bachelor's students consists of the seminar paper (50%) and your midterm presentation plus discussion (50%). Master's students must include two abstracts of different length to their seminar paper: one with 70-100 words, one with 120-150 words. Grading for Master's students consists of the seminar paper (40%), the midterm presentation plus discussion (40%) and the two abstracts (20%).

Application will be possible via the centralized platform until 12 March 2017. Please note that we will ask you for a brief description of the topic and research question you are interested in to ensure a well-balanced variety in the seminar. For further questions, please contact Leonie Fütterer ([leonie.fuetterer@kit.edu](mailto:leonie.fuetterer@kit.edu)).

### **3. LITERATURE SUGGESTIONS & SOURCES OF INSPIRATION**

#### **A. GENERAL INTRODUCTION**

- Charness, G., Kuhn, P. (2011) Lab labor: What can labor economists learn from the lab? *Handbook of labor economics*, 4, 229-330.
- Cassar, A., Friedman, D. (2004) *Economics lab: an intensive course in experimental economics*. Routledge.
- Croson, R., Gneezy, U. (2009). Gender differences in preferences. *Journal of Economic literature*, 47(2), 448-474.

#### **B. LITERATURE AND INSPIRATION ON VARIOUS TOPICS**

- Babcock, L., Laschever, S. (2009) *Women don't ask: Negotiation and the gender divide*. Princeton University Press.
- Buser, T. (2016) *The Impact of Losing in a Competition on the Willingness to Seek Further Challenges*.
- Buser, T. (2009) *The impact of female sex hormones on competitiveness* (No. 09-082/3) Tinbergen Institute Discussion Paper.
- Buser, T., Dreber, A., Mollerstrom, J. (2016) *The impact of stress on tournament entry*. *Experimental Economics*, 1-25.
- Charness, G., Gneezy, U. (2012) *Strong evidence for gender differences in risk taking*. *Journal of Economic Behavior & Organization*, 83(1), 50-58.
- Dreber, A., von Essen, E., Ranehill, E. (2011) *Outrunning the gender gap - Boys and girls compete equally*. *Experimental Economics*, 14(4), 567-582.
- Dufwenberg, M., Muren, A. (2006) *Gender composition in teams*. *Journal of Economic Behavior & Organization*, 61(1), 50-54.
- Eckel, C. C., Grossman, P. J. (1996) *The relative price of fairness: Gender differences in a punishment game*. *Journal of Economic Behavior & Organization*, 30(2), 143-158.
- Erickson, R. J. (2005) *Why emotion work matters: Sex, gender, and the division of household labor*. *Journal of marriage and family*, 67(2), 337-351.
- Ertac, S., Gurdal, M. Y. (2012) *Deciding to decide: Gender, leadership and risk-taking in groups*. *Journal of Economic Behavior & Organization*, 83(1), 24-30.
- Gneezy, U., Leonard, K. L., List, J. A. (2009) *Gender differences in competition: Evidence from a matrilineal and a patriarchal society*. *Econometrica*, 77(5), 1637-1664.

- Gneezy, U., Niederle, M., Rustichini, A. (2003) Performance in competitive environments: Gender differences. *The Quarterly Journal of Economics*, 118(3), 1049-1074.
- Niederle, M., Vesterlund, L. (2007) Do women shy away from competition? Do men compete too much? *The Quarterly Journal of Economics*, 122(3), 1067-1101.
- PewResearchCenter: Social Demographic Trends (2015) Women and Leadership. (<http://www.pewsocialtrends.org/2015/01/14/women-and-leadership/>)
- Sandberg, S. (2013) *Lean in: Women, work, and the will to lead*. Random House.
- Sandberg, S. (2016) Facebook Post from 06 May 2016 on Motherhood (<https://www.facebook.com/sheryl/posts/10156819553860177>)
- Schwieren, C., Sutter, M. (2008) Trust in cooperation or ability? An experimental study on gender differences. *Economics Letters*, 99(3), 494-497.