



**The “Institute for Advanced Study in Toulouse”
and The “Agence Nationale de la Recherche”
organize:**

**“Symposium on Identity and
Incentives in Organizations”**

Toulouse, 12th-13th June 2012

**Manufacture des Tabacs
1 rue des Amidonniers
S Building – Auditorium MS001
31000 Toulouse**

Scientific Organizer

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Programme

Tuesday, 12th June 2012

- 09.00 – 09.20 Welcome coffee and Registration
- 09.20 – 10.50 **Gael Le Mens** (*Pompeu Fabra University, Barcelona*)
“Following the crowd can lead people who learn only from their own experience to agree with a mistaken majority”
- Nicolas Treich** (*Toulouse School of Economics*)
“Cooperate and Conquer” (joint with Wei Hu)



Coffee Break

- 11.20 – 12.50 **Roland Bénabou** (*University of Princeton & IAST*)
“Competitive Pay and Work Ethics” (joint with Jean Tirole)
- Benoît Monin** (*Stanford GBS and Department of Psychology*)
“Cheating vs Being a Cheater: Curbing Dishonest Responding by Subtly Priming Its Identity Implications”

12.50 – 14.00 Lunch

- 14.00 – 15.30 **Roberta Dessí** (*Toulouse School of Economics & IAST*)
“Work for Image and Work for Pay” (joint with Aldo Rustichini)
- Michael Kosfeld** (*University of Frankfurt*)
“Knowing that You Matter Matters”



Coffee Break

- 16.00 – 17.30 **Marianne Bertrand** (*University of Chicago*)
“The Effects of Affirmative Action on Women’s Labor Market and Family Choices: Evidence from the Norwegian Board Quota”
- Gary Charness** (*UCSB*)
“Incentives to Exercise” (joint with Uri Gneezy)

20.00 Dinner

Wednesday, 13th June 2012

09.00 – 09.20 Welcome coffee

09.20 – 10.50 **Patrick Bolton** (*Columbia GSB & IAST*)
“Leadership, Coordination and Mission-Driven Management”
(joint with Laura Veldkamp and Markus Brunnermeier)

Robert F. Freeland (*University of Wisconsin*)
“Managerial Control is Alienating and Often Inefficient, So Why Do Firms Dominate the Capitalist Economy and Sometimes Even Perform Well?” (joint with Ezra W. Zuckerman)



Coffee Break

11.20 – 12.50 **Emmanuelle Auriol** (*Toulouse School of Economics*)
“Education and migration choices in hierarchical societies: the case of Matam, Senegal” (joint with Jean-Luc Demonsant)

Marie-Claire Villeval (*CNRS*)
“Moral hypocrisy, power and social preferences”
(joint with Aldo Rustichini)

Lunch

14.00 – 15.30 **Nava Ashraf** (*Harvard Business School*)
“No Margin, no mission? A field experiment on incentives for pro-social tasks” (joint with Oriana Bandiera and Kelsey Jack)

Guido Friebe (*University of Frankfurt*)
“Sorting of Motivated Agents: Evidence from applicants to the German Police” (joint with Michael Kosfeld)



Coffee Break

16.00 – 17.30 **Robert Akerlof** (*University of Warwick*)
“Punishment, Compliance, and Anger in Equilibrium”

Gilles Saint-Paul (*Toulouse School of Economics*)
“Mating and the Labor Market”