

# **Organizational Behaviour, Structure and Change The Economics of Personnel and Organizations**

## **A CEPR/IDEI Workshop**

Toulouse, 15/17 May 2003

### **Preliminary Programme**

#### **Thursday, 15 May 2003**

|               |   |
|---------------|---|
| 13.30 – 14.00 | Registration  |
| 14.00 – 15.00 | Keynote<br><b>Codes in Organizations</b><br>Jacques Crémer (IDEI, Université des Sciences Sociales de Toulouse and CEPR)  |
| 15.00 – 16.00 | <b>Organization and Inequality in a Knowledge Economy</b><br>*Luis Garicano (Graduate School of Business, University of Chicago and CEPR)<br>Esteban Rossi-Hansberg (Stanford University) |
| Discussant:   | Eloïc Peyrache (CREST, Paris)   |
| 16.00 – 16.30 | Coffee Break  |
| 16.30 – 17.30 | Keynote<br><b>Networks and Productivity</b><br>Kathryn Shaw (Carnegie Mellon University)  |
| 17.30 – 18.30 | <b>Entrepreneurship</b><br>Edward Lazear (Stanford University)  |
| Discussant:   | Susanna Sällström (University of Cambridge and CEPR)  |
| 20.00         | Dinner  |

**Friday, 16 May 2003**

- 9.00 – 10.00                      **Dynamics of Performance Measurement Systems**  
\*Pascal Courty (London Business School and CEPR)  
Gerald Marschke (University at Albany, State University of New York)
- Discussant:                      Clare Leaver (University College London)
- 10.00 – 11.00                      **Employee Discretion and Performance Pay: Testing Multi-Task Theory**  
Jaime Ortega (Universidad Carlos III de Madrid)
- Discussant:                      Renée Adams (Federal Reserve Bank of New York)
- 11.00 – 11.30                      Coffee Break
- 11.30 – 12.30                      **Designing Hiring and Evaluation Procedures when Evaluators Are Biased**  
Christopher Avery (Harvard University)  
\*Margaret Meyer (Nuffield College, Oxford University and CEPR)
- Discussant:                      Heski Bar-Isaac (Northwestern University)
- 12.30 – 14.00                      Lunch
- 14.00 – 15.00                      **Fairness, Incentives and Contractual Incompleteness**  
Klaus Schmidt (University of Munich, CESifo and CEPR)
- Discussant:                      Gilat Levy (London School of Economics and CEPR)
- 15.00 – 16.00                      **Clean Evidence on Peer Pressure**  
Armin Falk (University of Zurich and CEPR)  
\*Andrea Ichino (EUI, Florence and CEPR)
- Discussant:                      Imran Rasul (Graduate School of Business, University of Chicago and CEPR)
- 16.00 – 16.30                      Coffee Break
- 16.30 – 17.30                      Keynote  
**Rethinking Incentives**  
Roland Bénabou (Princeton University and CEPR)  
\*Jean Tirole (IDEI, Université des Sciences Sociales de Toulouse and CEPR)

17.30 – 18.30

**Communication**

\*Mathias Dewatripont (ECARES, Université Libre de Bruxelles and CEPR)

Jean Tirole (IDEI, Université des Sciences Sociales de Toulouse and CEPR)

Discussant:

Armin Schmutzler (University of Zurich and CEPR)

**Saturday, 17 May 2003**

9.15 – 10.15

**Occupational Labor Markets**

Michael Gibbs (Graduate School of Business, University of Chicago)

Kathryn Ierulli (University of Illinois, Chicago):

\*Eva Meyerson-Milgrom (Stanford University and Stockholm University)

Discussant:

Maria Guadeloupe (London School of Economics)

10.15 – 11.15

Keynote

**Relational Incentive Contracts**

James Malcomson (Oxford University)

11.15 – 11.45

Coffee Break

11.45 – 12.45

Keynote

**The Scope of the Firm**

Bengt Holmström (Massachusetts Institute of Technology)

12.45 – 14.00

Lunch

14.00 – 15.00

**On the Costs and Benefits of Symbolic Differentiation at the Workplace**

Emmanuelle Auriol (IDEI, Université des Sciences Sociales de Toulouse)

Discussant:

Lucy White (Harvard Business School and CEPR)

15.00 – 15.15

Coffee



15.15 – 16.15

**Fighting for Talent: Risk-shifting, Corporate Volatility and Organizational Change**

Guido Friebel (IDEI, Université des Sciences Sociales de Toulouse, EHESS and CEPR)

\*Mariassunta Giannetti (Stockholm School of Economics and CEPR)

Discussant:

Bauke Visser (Erasmus University, Rotterdam)

16.15 – 17.00

Concluding Discussion

Local Organizers

Emmanuelle Auriol (IDEI, Université des Sciences Sociales de Toulouse)

Guido Friebel (IDEI, Université des Sciences Sociales de Toulouse, EHESS and CEPR)

Scientific Committee:

Guido Friebel (IDEI, Université des Sciences Sociales de Toulouse, EHESS and CEPR)

Bengt Holmström (Massachusetts Institute of Technology)

Edward P Lazear (Stanford University)

Margaret A Meyer (Nuffield College, University of Oxford and CEPR)

Canice Prendergast (University of Chicago)

Bernard Salanié (INSEE, Paris and CEPR)