

## FELIX BÖLINGEN

PhD Candidate | Research and Teaching Assistant  
Ludwig-Maximilians-Universität München (LMU Munich)

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### Contact Details

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Institute for Human Capital Management  
LMU Munich School of Management  
LMU Munich  
Geschwister-Scholl-Platz 1, 80539 Munich, Germany

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### Research Interests

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Transparency in Organizations, Telework and Boundary Management, Inequality and Fairness

### Academic Positions

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12/2018 – present RESEARCH AND TEACHING ASSISTANT  
Institute for Human Capital Management  
LMU Munich School of Management, Germany

06/2019 – 10/2021 ASSISTANT TO THE DEAN  
LMU Munich School of Management, Germany

### Education

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12/2018 – present PH.D. CANDIDATE, DR. OEC. PUBL  
LMU Munich School of Management, Germany  
Supervisor: Prof. Ingo Weller

04/2019 – 10/2021 MASTER OF BUSINESS RESEARCH, MBR  
LMU Munich School of Management, Germany  
Master Thesis: "The Effectiveness of Pay Transparency Laws"

02/2018 – 08/2018 EXCHANGE SEMESTER, POSTGRADUATE ECONOMICS  
National Autonomous University of Mexico

10/2016 – 11/2018 SOCIAL ECONOMICS, M.Sc.  
FAU Erlangen-Nuremberg, Germany  
Master Thesis: "Technological Change, Shared Capitalism, and Labor Turnover – Evidence from the German Linked Personnel Panel"

02/2015 – 06/2015 EXCHANGE SEMESTER, B.A. SOCIAL SCIENCES  
University of Bern, Switzerland

09/2013 – 10/2016 SOCIOLOGY, B.A.  
University of Mannheim, Germany  
Bachelor Thesis: "Growing Global Competition: Curse or Blessing for Further Training of German Employees?"

## Other Professional Experience

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11/2022	MANAGEMENT SEMINAR ON HYBRID WORK FOR A LARGE RADIO AND TELEVISION BROADCASTER
08/2017 - 10/2017	DATA SCIENTIST FOR PEOPLE ANALYTICS function HR GmbH, Germany
07/2017 – 03/2018	TUTOR "Empirical Research I" (B.Sc.), "Econometrics" (M.Sc.), "Sociological Research Questions & Designs" (M.Sc.) FAU Erlangen-Nuremberg, Germany
12/2014 – 08/2017	RESEARCH ASSISTANT Institut für Beschäftigung und Employability Ludwigshafen, Germany
02/2014 – 12/2015	FREELANCER IN MARKET RESEARCH Foerster & Thelen Feldservice GmbH and Omnitrend GmbH, Germany

## Teaching Experience

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- CSR and HRM: Responsible People Management (WT 2022/23). Seminar (M.Sc.)
- Making Sense of People Data – Introduction to People Analytics (WT 2021/22). Seminar (B.Sc.)
- Main Seminar: Human Resource Management (ST 2021, WT 2022/23). Seminar (B.Sc.)
- Start with Business Planning (ST 2019, ST 2020, ST 2022). Seminar (B.Sc.)
- Frontiers in HRM (WT 2019/20, TA). Seminar (B.Sc.)
- Supervised more than 40 empirical and conceptual theses (M.Sc. and B.Sc. in Business Administration)

## Peer Reviewed Papers and Conferences

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- Hermida Carrillo, A., Bölingen, F., & Weller, I. (2023). *Alone Together – A Family Systems Approach to Home Boundaries and Loneliness During Remote Work*. 21st European Association of Work and Organizational Psychology Congress [Symposium], Katowice, Poland
- Bölingen, F. (2022). The Effectiveness of Pay Transparency Laws. *Academy of Management Proceedings, 2022*. <https://doi.org/10.5465/AMBPP.2022.10722abstract>
  - Presented at the AOM Annual Meeting in Seattle, WA
- Bölingen, F., Hermida Carrillo, A., & Weller, I. (2022). *How Mandatory Work From Home Influences Relationship and Job Satisfaction*. Society for Industrial and Organizational Psychology Annual Conference [Poster], Seattle, WA.
  - SIOP 2022 Best International Paper Award Winner
- Hermida Carrillo, A., Bölingen, F., & Weller, I. (2022). *Couples' Segmentation Preference Fit and Work-to-Home Conflict—The Moderating Role of Mandatory-Work-From-Home*. Society for Industrial and Organizational Psychology Annual Conference [Poster], Seattle, WA.

## Working Papers and Research Projects

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- Performance Reward Transparency in Organizations (*Research Project with Peter Bamberger, Nicolas Tichy, and Ingo Weller*)
- Cognitive Consequences of Over-Met and Under-Met Bonus Expectations (*Research Project with Peter Bamberger, Jason Shaw, Shuisheng Shi, Xiang Zhou*)

*Some titles are ambiguated to protect blind review*

## **Awards**

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2022 SIOP 2022 Best International Paper Award

## **Professional Service**

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Ad-hoc Reviewer Academy of Management Journal, Academy of Management Annual Meeting, Human Resource Management Journal

Member Academy of Management (AOM)  
Society of Industrial and Organizational Psychology (SIOP)

## **Summer Schools and Selected Ph.D. Courses**

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Maximum-Likelihood Estimation (Essex Summer School, J. Kropko)  
Cooperation in Organizing and Innovating (XIII Medici Summer School)  
Experimental Methods (B. Gazdag, J. Jaspersen, M. Kleine)  
Simulation Methods (H. Klapper)  
Microeconomic Modelling Methods (R. Peter)  
Data Crawling (M. Batikas, J. Claussen)  
Automated Text Analysis (H. Schütt)  
Quantitative Methods (R. Elsas)

## **Skills**

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IT R, Python, Stata, HTML, JavaScript, Latex  
Languages Native: German, Fluent: English and Spanish