

**FELIX BÖLINGEN**  
PhD Candidate  
Ludwig-Maximilians-Universität München (LMU Munich)

September 2023

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### Contact Details

Institute for Human Capital Management LMU Munich School of Management LMU Munich Geschwister-Scholl-Platz 1, 80539 Munich, Germany	Tel.      +49 (0)89 2180 6727 Email:    boelingen@lmu.de
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### Academic Positions

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

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### Education

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 STUDENT, 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 STUDENT, 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?"

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### Publications

**Bölingen, F.**, Hermida Carrillo, A., & Weller, I. (2023). Opening the doors for spillovers: A contingency view of the effects of work from home on the work-home interface. *Frontiers in Psychology*, 14(1191657). <https://doi.org/10.3389/fpsyg.2023.1191657>

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### Works in Process

- Home Boundaries, Loneliness, and Remote Work (*Research Project with Alejandro Hermida Carrillo, Ingo Weller, and Russell A. Matthews*)
- Performance Feedback Transparency (*Research Project with Peter Bamberger, Gilad Doron, 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*)

## Conference Presentations

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- Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. (2023). Couples' Work-home Boundaries, Work-to-Home Conflict, and Loneliness in Remote Work. *Academy of Management Proceedings, 2023*. <https://doi.org/10.5465/AMPROC.2023.17384abstract>
  - Also presented at the 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>
- **Bölingen, F.**, Hermida Carrillo, A., & 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.
- **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.

## Teaching Experience

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- People Analytics (ST 2023). Seminar (M.Sc.)
- 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, ST 2023). 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)

## Awards and Funding

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- 2023 DFG Project Manager "Performance feedback transparency" (German Research Foundation, funding number 529741405); PIs: Weller, I., Bamberger, P. (more than € 400,000)
- 2023 Excellent: Mentoring Program for Junior Researchers at the LMU Munich School of Management (€ 2,000)
- 2022 SIOP 2022 Best International Paper Award Winner

## 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)  |

## 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<br>function HR GmbH, Germany   |
| 07/2017 – 03/2018 | TUTOR<br>"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

### **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