

DR. FELIX BÖLINGEN
LMU Munich School of Management
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CONTACT DETAILS

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

2019 – 2024	DOCTORATE IN MANAGEMENT, DR. OEC. PUBL., SUMMA CUM LAUDE LMU Munich School of Management, Germany Thesis: "Empirical Essays on Remote Work and Transparency in Performance Management"
2019 – 2021	MASTER OF BUSINESS RESEARCH, MBR LMU Munich School of Management, Germany
2016 – 2018	SOCIAL ECONOMICS, M.Sc. FAU Erlangen-Nuremberg, Germany
2018	EXCHANGE STUDENT, POSTGRADUATE ECONOMICS National Autonomous University of Mexico (UNAM), Mexico
2013 – 2016	SOCIOLOGY, B.A. University of Mannheim, Germany
2015	EXCHANGE STUDENT, B.A. SOCIAL SCIENCES University of Bern, Switzerland

RESEARCH INTERESTS

Communication of Pay and Performance
Hybrid Work

PEER-REVIEWED PUBLICATIONS AND BOOK CHAPTERS

Hermida Carrillo, A., **Bölingen, F.**, Matthews, R., & Weller, I. (2026). Until work from home do us apart? Couples' segmentation preferences and relationship dissolution in the era of remote work. *Journal of Organizational Behavior*, forthcoming.

Alterman, V., & **Bölingen, F.** (2026). A dual framework of pay transparency effects on talent attraction and retention. In I. Weller, & P. Bamberger (Eds.) *Research Handbook of Pay Equity and Transparency*, forthcoming.

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>

SELECTED WORK IN PROGRESS (*Shared first authorship)

Bölingen, F.*, Shi, S.*, Zhou, X., Bamberger, P., & Shaw, J. Emotion-driven performance consequences of under- and over-met bonus expectations. Status: First-round revise and resubmit at *Academy of Management Journal*.

von Beck, S., & **Bölingen, F.** A meta-analytic review of pay transparency laws and their effectiveness in reducing gender pay gaps. Status: Under review at *Journal of Industrial Relations*.

Bölingen, F., Klein, F., Gong, Q., Alterman, V., Karri, R., & Devers, C. How wide is too wide—and for whom? Pay range width and hiring. Status: In preparation for submission to *Organization Science*.

Bölingen, F., Bamberger, P., & Weller, I. Performance management transparency. Status: In preparation for submission to *Organization Science*.

CONFERENCES, PROCEEDINGS, AND PRESENTATIONS (*Shared first authorship)

Bölingen, F., Klein, F., Gong, Q., Alterman, V., Karri, R., & Devers, C. How wide is too wide—and for whom? Pay range width and hiring. *Strategic Management Society Annual Conference, 2026. Nominated for Best Paper Prize.*
Academy of Management Proceedings, 2026.

Bölingen, F.*, Shi, S.*, Zhou, X., Bamberger, P., & Shaw, J. Emotion-driven performance consequences of under- and over-met bonus expectations. *Academy of Management Proceedings, 2024.*
<https://doi.org/10.5465/AMPROC.2024.15984abstract>
9th EIASM Reward Management Conference, 2024.
IACMR Conference, 2025.
Organization Science PDW, 2025.

Bölingen, F., Bamberger, P., & Weller, I. An integrative model of performance feedback transparency. *Academy of Management Proceedings, 2024.*
<https://doi.org/10.5465/AMPROC.2024.13735abstract>

Bölingen, F.*, & von Beck, S.* A meta-analytic review of pay transparency laws and their effectiveness in reducing gender pay gaps. *Academy of Management Proceedings, 2024.* <https://doi.org/10.5465/AMPROC.2024.17948abstract>

Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. 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>
21st European Association of Work and Organizational Psychology Congress [Symposium], 2023.

Bölingen, F. The effectiveness of pay transparency laws. *Academy of Management Proceedings, 2022.* <https://doi.org/10.5465/AMBPP.2022.10722abstract>

Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. 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], 2022, Seattle, WA.*

Bölingen, F., Hermida Carrillo, A., & Weller, I. How mandatory work from home influences relationship and job satisfaction. *Society for Industrial and Organizational Psychology Annual Conference [Poster], 2022, Seattle, WA. Best International Paper Award*

OTHER PUBLICATIONS

Bölingen, F. (2024). Empirical essays on remote work and transparency in performance management (Vol. 13). *HCM Verlag.*

Bölingen, F. (2022). Interview: Hybrides Arbeiten—So beeinflusst uns Home-Office (Interviewer: Karama, M.) [Hybrid working—How working from home affects us]. *BR – Der Führungskräfte-Newsletter.*

Bölingen, F., & Hermida Carrillo, A. (2020). Wie beeinflussen sich Arbeit und Privatleben während der Corona-Pandemie [How do work and home affect each other during the coronavirus pandemic]. *Munich School of Management Magazine*, 12, 38–39.

INVITED PRESENTATIONS

- 2025 THE EFFECT OF PAY RANGE WIDTH ON HIRING SUCCESS ACROSS DEMOGRAPHIC GROUPS
Academic visitor at Boise State University, Idaho
- 2024 TRANSPARENCY IN PERFORMANCE MANAGEMENT
Academic visitor at the IE University's Business School, Madrid
- 2023 PERFORMANCE FEEDBACK TRANSPARENCY
Junior academic visitor at the Department of Human Resource Studies, Tilburg University
- 2022 HOW TO DO HYBRID RIGHT – SUCCESS FACTORS IN WORKING FROM HOME
Management seminar for a large German radio and television broadcaster (with Hermida Carrillo, A.)

AWARDS AND FUNDING

- 2026 AOM HR DIVISION'S BEST REVIEWER AWARD

SMS BEST PAPER PRIZE NOMINATION

EXCELLENT: MENTORING PROGRAM FOR JUNIOR RESEARCHERS (2023 - PRESENT)
- 2025 LMU POSTDOC SUPPORT FUND
- 2024 LMU MANAGEMENT ALUMNI DISSERTATION AWARD

DAAD KONGRESSREISEN
- 2023 DFG PROJECT MANAGER "PERFORMANCE FEEDBACK TRANSPARENCY"
German Research Foundation (DFG), funding number 529741405; € 417,275
PIs: Ingo Weller and Peter Bamberger
- 2022 SIOP BEST INTERNATIONAL PAPER AWARD WINNER

TEACHING EXPERIENCE

LECTURES:

Organizational Behavior, more than 400 B.Sc. students (ST 2026)

B.SC. SEMINARS:

Introduction to People Analytics, 10 students (WT 2021/22)

Human Resource Management, 15 students (ST 2021, WT 2022/23, WT 2023/24, ST 2024, WT 2024/25, ST 2025, WT 2025/26)

Start With Business Planning, 40 students (ST 2019, ST 2020, ST 2022, ST 2023)

M.SC. SEMINARS:

People Analytics, 21 students (ST 2023)

CSR and HRM: Responsible People Management. 16 students (WT 2022/23)

THESES

Thesis Supervision, more than 70 B.Sc. and M.Sc. theses between 2019 and present

PROFESSIONAL SERVICE AND AFFILIATIONS

Co-Organizer	PDW <i>A pie to bake and slice: Linking pay to value creation, value capture, and human capital resources</i> Academy of Management Annual Meeting, 2026.
	PDW <i>The role of compensation in attracting, motivating, and retaining talent around the world</i> Academy of Management Annual Meeting, 2025.
Ad-hoc Reviewer	Academy of Management Journal, Journal of Management Studies, Human Resource Management Journal, Nature Human Behaviour, Academy of Management Annual Meeting
Member	Academy of Management (HR and OB Division), Strategic Management Society, Verband der Hochschullehrerinnen und Hochschullehrer für Betriebswirtschaft e.V. (VHB)
Affiliate	Department of Management, Boise State University, Idaho

PROFESSIONAL EXPERIENCE

2024 – present	ASSISTANT PROFESSOR “AKADEMISCHER RAT AUF ZEIT” LMU Munich School of Management, Germany
2019 – 2024	RESEARCH AND TEACHING ASSISTANT LMU Munich School of Management, Germany
2019 – 2021	ASSISTANT TO THE DEAN LMU Munich School of Management, Germany
2017	DATA SCIENTIST FOR PEOPLE ANALYTICS function HR GmbH, Germany
2014 – 2018	TUTOR AND STUDENT ASSISTANT FAU Erlangen-Nuremberg, Germany; Ludwigshafen University of Applied Sciences, Germany
2014 – 2015	MARKET RESEARCHER Foerster & Thelen Feldservice GmbH, and Omnitrend GmbH, Germany

OTHER INFORMATION

Software	R, Python, oTree, Stata, SQL, HTML, JavaScript, LaTeX
Languages	German native; English fluent; Spanish fluent.

REFERENCES

PROF. INGO WELLER School of Management LMU Munich weller@lmu.de	PROF. PETER BAMBERGER Coller School of Management Tel Aviv University peterb@tauex.tau.ac.il	PROF. FELICE KLEIN Department of Management Boise State University feliceklein@boisestate.edu
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