



Carl Friedrich
von Siemens Stiftung

**1ST BIENNIAL INTERNATIONAL CONFERENCE ON
PERFORMANCE AND REWARDS IN ORGANIZATIONS (PRIO)**

December 14-15, 2026

Carl Friedrich von Siemens Stiftung, Munich, Germany

Keynote speaker: Dirk Sliwka (University of Cologne, Germany)

Supported by and with contributions from Mercer and Gradar

CONFERENCE ORGANIZERS

Organizing committee: Conny Antoni (University of Trier, Germany); Xavier Baeten (Vlerick Business School, Belgium); Jason Shaw (Nanyang Technological University, Singapore); Aino Tenhiälä (IE University, Spain); Ingo Weller (local organizer, LMU Munich, Germany)

OVERVIEW

The international PRIO conference focuses on all aspects of performance management and rewards in organizations. Topics range from job architectures, performance evaluation, and feedback to career rewards (e.g., promotions) and compensation topics (e.g., pay-for-performance, total rewards, executive compensation, pay transparency). PRIO aims to foster a scholarly community that bridges the disciplines of HRM, strategy, OB, and IR; integrates a broad theoretical and methodological spectrum (i.e., drawing from economics, psychology, and sociology); and offers a vibrant forum for intellectual exchange. To ensure a diverse, global dialogue, PRIO encourages contributions from scholars around the world, especially junior scholars. Each PRIO conference has a specific focus. The 2026 focus is “merit pay.” Examples of questions to be addressed are:

- Revisiting merit: Who defines it, who benefits, and who is left behind?
- Merit pay between HR structure and managerial autonomy
- Communicating merit in times of pay transparency
- The new paradox of meritocracy: Equity in times of AI and data analytics

REGISTRATION AND FEE

The conference is sponsored by the Carl Friedrich von Siemens Stiftung. The conference fee (€ 95) covers a joint dinner on December 14, 2026. To register for the conference, click here: https://doo.net/en-us/widget/207965/buchung?booking_widget_config_name=booking-18938-98874&organizerId=18938&locale=en-us

CALL FOR ABSTRACTS

We are pleased to invite submissions for the 1st PRIO conference

Submission deadline: July 1, 2026

SUBMISSION INSTRUCTIONS

The 2026 PRIO conference welcomes high-quality research on the conference’s specific focus topic, as well as on all topics within the broader field of PRIO as described above.

Please submit an extended abstract of no more than 800 words by July 1, 2026, via the following link:

<https://ec.europa.eu/eusurvey/runner/13804af8-7461-2252-f015-9e45adddf1fb>.

Your abstract should briefly summarize your theoretical or empirical argument, discuss how it relates to the relevant literature and/or an extant debate, and highlight your key findings and/or the implications of your work. For empirical papers, the quantitative or qualitative methodology should be summarized and the abstract should include a brief overview of results, if available. Authors will be notified of decisions on their abstracts by the end of July.

Feel free to contact Ingo Weller (weller@lmu.de) with questions. Thanks for your interest in the PRIO conference!