1st BIENNIAL INTERNATIONAL CONFERENCE

PRIO

Performance and Rewards in Organizations

December 14–15, 2026 | Conference Program

The international PRIO conference focuses on all aspects of performance management and rewards in organizations.

VENUE



Sponsored and hosted by
Carl Friedrich von Siemens Stiftung

Südliches Schloßrondell 23, 80638 München

Directions by Public Transport:
From Munich Central Station (Hauptbahnhof), take tram 16 or 17 to Romanplatz. From there, walk approximately 600 meters along Romanstraße to the venue.

MVGO App for Public Transport:

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KEYNOTE & PRACTITIONER CONTRIBUTIONS

KEYNOTE ADDRESS

Dirk Sliwka
University of Cologne

Beyond the Paycheck: How Compensation Shapes Habits and Norms at Work

WITH CONTRIBUTIONS BY

Marsh Björn Hinderlich & Nicolas Tichy

Gradar Philipp Schuch

ORGANIZERS

Aino Tenhiälä
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Xavier Baeten
Vlerick Business School, Belgium

Jason Shaw
Nanyang Technological University, Singapore

Ingo Weller
LMU Munich, Germany

Monday, December 14 2026

09:00 – 09:30 **Registration**

09:30 – 10:00 **Welcome** from the organizing committee (Conny Antoni & Ingo Weller)

Presenters in **bold.**

10:00 – 11:10

SESSION 1 – Session Chair: Conny Antoni

Merit Pay / Pay for Performance (Part 1)

- Performance-Related Pay and Innovation: Evidence on Incentive Architectures from Matched Employer–Employee Data
  Lene Kromann, Benoit Dostie, Cédric Schneider
- Remote Work and Bonus Payments
  Anaïs Breulet, Christian Grund
- Performance Pay, Firm Wage Premia, and Wage Inequality
  Benoit Dostie, Lene Kromann, Cédric Schneider
- Employee work motivation, effort, and performance under a merit pay system: A systematic review
  Cédric Velghe, Martin Storme, Pinar Celik & Stan De Spiegelaere

11:10 – 11:20 *Coffee break*

11:20 – 12:10

SESSION 2 – Session Chair: Xavier Baeten

Institutions / Managerial and Executive Pay

- Common Analyst Coverage and Executive Compensation Structure Similarity
  In Gyun Baek, Minjae Koo
- Auditing and Managerial Performance: A Principal-Agent Approach
  Majda Ammi, Christian Bach, Olga Gorelkina, Christian Jaag
- Works councils and bonus payments
  Laszlo Goerke, Sven A. Hartmann, **Yue Huang**

12:10 – 13:15 *Lunch break*

13:15 – 14:45

KEYNOTE ADDRESS

Dirk Sliwka

University of Cologne · Beyond the Paycheck: How Compensation Shapes Habits and Norms at Work

14:45 – 15:00 *Coffee break*

15:00 – 16:10

SESSION 3 – Session Chair: Jason Shaw

Careers / Mobility / Pay Expectations (Part 1)

- When Pay Comparisons Cross Firm Boundaries: Internal Equity, External Equity, and Employee Turnover
  Steffen Burkert, Aino Tenhiälä, Sven Kepes
- How Wide Is Too Wide—and for Whom? The Effect of Posted Pay Range Width on Firms' Ability to Hire
  Felix Bölingen, Felice Klein, Qing Gong, Valeria Alterman, Rohan Karri, Cynthia Devers
- External Policy Environmental Inducements, Inflows of Worker Quality, and Organizational Performance
  Jesse M. Render, **Rhett A. Brymer**, Aaron D. Hill, John T. Holden, Jason Penry
- Making Emergence Observable: Disentangling and Testing the Mechanisms that Convert Human Capital into Human Capital Resources
  Anthony J. Nyberg, Mark A. Maltarich, Caitlin Ray, **Greg Reilly**, Seungmi Lee

16:10 – 16:30 *Coffee break*

16:30 – 17:40

SESSION 4 – Session Chair: Conny Antoni

Teams / Helping / Trust

- The Social Contingency of Merit. Evidence from High-Stakes Decisions with Social Spillovers
  Felix Sage, Cedric Bardowieck, Joachim Prinz
- Making Help Visible
  Silvia Castro, Hoa Ho, Maren Mickeler
- Who Responds to Team Incentives: Evidence from a Field Experiment in a Retail Bank
  Jakob Alfitian, Max Thon
- Peer Information in Team Incentivization
  Matylda Trocinska, Andrej Woerner

19:00

SOCIAL EVENT

Joint Dinner

Wirtshaus zum Straubinger, Blumenstr. 5, 80331 München

Tuesday, December 15 2026

08:30 – 09:15 **Arrival and welcome**

09:15 – 10:05

SESSION 5 – Session Chair: Xavier Baeten

Merit Pay / Pay for Performance (Part 2)

- Image Concerns in Organizations
  Hideshi Itoh, **Jenny Kragl**
- Paid to Go Green? A Multi-Period Difference-in-Differences Study of Sustainability-Linked Pay-for-Performance
  Claus Vormann
- Rewarding success and failure: moral hazard and adverse selection in strategic experimentation
  Fahad Khalil, Jacques Lawarrée, **Alexander Rodivilov**

10:05 – 10:20 *Coffee break*

10:20 – 12:00

PRACTITIONER FORUM

With Marsh and Gradar

Marsh: ***Björn Hinderlich, Nicolas Tichy***
Gradar: ***Philipp Schuch***

12:00 – 13:00 *Lunch break*

13:00 – 14:10

SESSION 6 – Session Chair: Aino Tenhiälä

Merit Pay / Pay for Performance (Part 3)

- When Incentives Rise and Fall: Asymmetric Employee Performance Responses to Changes in Unit Commissions
  Pavel Král, Věra Králová, Jan Rotman, Petr Šimáček
- Self-Esteem-Based Effects of Merit Pay Increases
  Tae-Youn Park, David Chung, Reed Eaglesham, Aino Tenhiälä
- Buying into the Company: Exploring Why Employees Become Shareholders
  Michelle Brown, Andrew Pendleton, Simon A. Tarantelli
- Luxury Product Display and Managers' Reward Allocation
  Erica Xu, Ziqian Chen, **Peter Bamberger**, Xu Huang, Leon Lam

14:10 – 14:20 *Coffee break*

14:20 – 15:10

SESSION 7 – Session Chair: Jason Shaw

Careers / Mobility / Pay Expectations (Part 2)

- Who Gets to the Top? Managerial Careers in Multi-Plant Firm
  Michela Bia, Marco Francesconi, Christina Gathmann, Astrid Kunze, **Mattia Laudi**
- After the Fine: How Corporate Misconduct Shapes Workforce Mobility
  Lorena Schüller, Felix Bölingen
- Generative AI, Pay Transparency, and Gendered Salary Expectations
  Emma Willems, Bianca Beyer, Aino Tenhiälä, **Seppo Ikäheimo**

15:10 – 15:20 *Coffee break*

15:20 – 16:30

SESSION 8 – Session Chair: Aino Tenhiälä

Performance Management / Coordination & Learning / Motivation

- The Leadership Honeymoon Effect: Faculty Evaluations, Performance Signals, and Leadership Survival
  Cedric Bardowieck, Joachim Prinz
- From "Bad Apples" to "Bad Barrels": How Systemic Factors and Strategic Rating Objectives Underlie Age-related Performance Appraisal Distortion
  Lev Bunin, Peter Bamberger, Dorien Kooij
- Too Aligned to Learn? The Costs of Incentivizing Coordination in Coupled Search Problems
  Carolin Heinemann, Dirk Martignoni, Tobias Kretschmer
- The Moderating Role of Functional Significance in Predicting Motivational Effects of Pay-for-Performance
  Bård Kuvaas, Christina G. L. Nerstad

16:30 – 17:00 **Wrap-up and goodbye**

Alphabetical List of Authors

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