

Nick Zubanov

Professor (W3) of Organizational Economics at the University of Konstanz, Germany.

Links: [Webpage](#), [Google Scholar](#)

Research publications by topic

HR Management practices

What do employee referral programs do? Measuring the direct and overall effects of a management practice. *Journal of Political Economy*, 2023, 131(3): 633-686 (with Mitchell Hoffman, Matthias Heinz and Guido Friebel).

Middle managers, personnel turnover and performance: A long-term field experiment in a retail chain. *Management Science*, 2022, 68(1): 211-229. (with Matthias Heinz and Guido Friebel).

Market competition and the effectiveness of performance pay. *Organization Science*, 2021, 32(2): 334-351 (with Matthias Heinz, Guido Friebel, Tobias Kretschmer and Pooyan Khashabi).

Downsizing announcements, job security perceptions, and worksite performance (with G. Friebel, M. Heinz and I. Weller). In S.W. Polachek, K. Tatsiramos, G. Russo, and G. van Houten (Eds.) *Workplace Productivity and Management Practices (Research in Labor Economics, Vol. 49)*, pp. 179-205. Emerald Publishing Limited, Bingley, 2021. <https://doi.org/10.1108/S0147-912120210000049007>.

The "Sales Agent" problem: Effort/leisure allocation under performance pay as behavior towards risk. *Economic Inquiry*, 2019, 57(4): 1997-2016 (with Bram Cadsby and Fei Song).

Wie Anerkennung die Leistung steigern kann [How recognition can increase performance] *Forschung und Lehre*, 2018, 12. In German.

Team incentives and performance: Evidence from a retail chain. *American Economic Review*, 2017, 107(8): 2168-2203 (with Guido Friebel, Matthias Heinz and Miriam Krüger).

The power of (no) recognition: Experimental evidence from the university classroom. *Journal of Behavioral and Experimental Economics*, 2017, 67: 75-84 (with Nicky Hoogveld).

Risk aversion and effort under an incentive pay scheme with multiplicative noise: theory and experimental evidence. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, 2015, 3(2).

Teamboni: Wie man Gewinn und Gehälter mit dem gleichen Instrument erhöhen kann [Team bonus: how can one increase both profits and salaries with one measure] (with G. Friebel, M. Heinz and M. Krüger) *Personal Quarterly: Wissenschaftsjournal für die Personalpraxis*, 2015, 3: 22-25. In German.

Management economics in a large retail organisation. *Management Science*, 2010, 56(8): 1398-1414 (with W. Stanley Siebert).

Employee turnover

The distribution of the gains from spillovers through worker mobility between workers and firms. *European Economic Review*, 2014, 70: 17-35 (with Andrey Stoyanov).

Productivity spillovers across firms through worker mobility. *American Economic Journal: Applied Economics*, 2012, 4(2): 168-198 (with Andrey Stoyanov).

Searching for the optimal level of employee turnover: A study of a large UK retail organisation. *Academy of Management Journal*, 2009, 52(2): 294-313 (with W. Stanley Siebert).

Research methods

Olley and Pakes-style production function estimators with firm fixed effects. *Oxford Bulletin of Economics and Statistics*, 2019, 81(1): 79-97 (with Andrey Stoyanov and Yoonseok Lee).

Is economic recovery a myth? Robust estimation of impulse responses. *Journal of Applied Econometrics*, 2014, 29(3): 497-514 (with Coen N. Teulings).

Other topics

Working more for more and working more for less: Labor supply in the gain and loss domains. Forthcoming in *Labour Economics* (with Bram Cadsby and Fei Song).

Skill complementarity in production technology: new empirical evidence and implications. *German Economic Review*, 2022, 23(2): 233-274. (with Andrey Stoyanov).

The effect of schooling on problem drinking: Evidence from Australian twins. *Applied Economics*, 2013, 45(12): 1583-1599 (with H. Dinand Webbink and Nicholas G. Martin).

Too many, too fast? Dynamics of net migration in the OECD, 1984-2001. *Applied Economics Letters*, 2009, 16(6): 597-602.

Tijdelijke crisis, blijvende schade? [Temporary crisis, lasting loss?] (with P. Broer, A. Elbourne, and B. Smid) In C. Teulings and C. van Ewijk (Eds.) *De Grote Recessie. Het Centraal Planbureau over de kredietcrisis*. Uitgeverij Balans, 2009. In Dutch.

When should the Central Europeans join the EMU? Reconciling real and nominal convergence (with Jacek Rostowski). In L. Balzerowicz and S. Fischer (Eds.) *Living Standards and the Wealth of Nations: Successes and Failures in Real Convergence*. MIT Press, 2006.

Uneven growth in a monetary union. In M. Dabrowski and J. Rostowski (Eds.) *The Eastern Enlargement of the Eurozone*. Springer, 2006.

Work in progress

Filling two needs with one deed: How reminders can improve reliability and validity of survey-based estimates (with Ole Brüggemann, Thomas Hinz, Julia Lang, and Susanne Strauß).

Performance Costs and Benefits of Collective Turnover: A Theory-Driven Measurement Framework and Applications (with Elena Shakina). IZA Discussion Paper No. 16413.

Is this really kneaded? Identifying and eliminating potentially harmful monitoring practices (with Guido Friebel, Matthias Heinz, Mitchell Hoffman, Tobias Kretschmer).

Mystery shopping as a strategic management practice in multi-site firms (with Sidney T. Block, Guido Friebel, Matthias Heinz). IZA Discussion paper No. 15599.

Regulation and income inequality: Empirical evidence from local labor markets over the last 50 years (with Andrey Stoyanov).

Past employment

2013 - 2016: Professor (W3) of Management Science and Strategy at Goethe University Frankfurt.

2011 - 2013: Assistant professor (W1) of Economics at Erasmus University Rotterdam.

2009 - 2011: Assistant professor (W1) of Human Resource Studies at Tilburg University.

2007 - 2009: Researcher at CPB Netherlands Bureau for Economic Policy Analysis.

2004 - 2007: Teaching assistant at Birmingham Business School.

Education

Ph.D., University of Birmingham (UK), 2007; M.A. in Economics, Central European University (Hungary), 2003; B.Sc. in Economics, Samara State Technical University (Russia), 2001; B.A. in Business Administration, The Robert Gordon University (UK), 2000.

Professional activities

Media appearances

Germany: N-TV, Die Zeit, Die Welt. Austria: Der Standard. Switzerland: Neue Züricher Zeitung.

Major conference presentations

European Economic Association (2007, 2009, 2012, 2019), Canadian Economics Association (2009, 2010, 2012), European Academy of Management (2007), Academy of Management (2015, 2016), Econometric Society Asian Meeting (2017), Empirical Management Conference (2017), Society for Institutional and Organizational Economics (2019, 2022, 2023), NBER Organizational Economics Workgroup meeting (2023).

Teaching

Bachelor: applications of data analysis in business management (Konstanz), introduction to business economics (Konstanz), introduction to organisational economics (Konstanz, Goethe University Frankfurt), personnel economics (Konstanz), labour economics (Erasmus University Rotterdam), foundations of economics (Tilburg University), foundations of human resource management (Tilburg).

Master: empirical personnel economics (Erasmus, Frankfurt), quantitative methods in economics/management research (Konstanz, Frankfurt, HSE University), advanced management theory (Frankfurt, University of Paderborn), compensation and benefits (Konstanz, Frankfurt, Tilburg, Vietnamese-German University), HR metrics and valuation (Tilburg).

PhD: advanced organisational economics (Konstanz), advanced management theory (Frankfurt), topics in personnel economics (Frankfurt), workforce diversity and firm performance (Frankfurt), empirical research methods (St. Petersburg Graduate School of Management, HSE University).

Executive education: data-driven decision making (Singapore), econometrics of panel data (Netherlands).

International: The Erasmus professor mobility programmes (Valencia, Florence).

Doctoral student supervision

Max van Lent (2012–2013), Patrick Schneider (09/2014–03/2020), Olga Sokolova (October 2017–July 2019), Valeria Galchenko (2022–), Louisa Selivanovskikh (2023–).

Refereeing

Review of Economic Studies, Review of Economics and Statistics, Management Science, Organizational Behavior and Human Decision Processes, Economic Journal, Journal of Labor Economics, Journal of Economic Behavior and Organization, Labour Economics, Journal of Behavioral and Experimental Economics, Academy of Management, Strategic Management Journal, Applied Economics, Personnel Review, Journal of Occupational and Organizational Psychology, Studies in Nonlinear Dynamics and Econometrics, Eastern European Economics, Evidence-based HRM: A Global Forum for Empirical Scholarship, Journal of Social Psychology, Journal of Economic and Management Strategy, Journal of Institutional and Theoretical Economics, German Economic Review, Industrial and Corporate Change, Empirical Economics, Journal of Business Research.

Professional service

Member of Hiring Committees for Macroeconomics (2016, 2017), Personnel Economics (2017), Political Economy (2018), Applied Microeconomics (2019, 2021); Graduate Admissions Committee (2014 –); External referee for university Hiring Committees (2018 –); External referee for tenure applications (2019 –); Local conference organiser (2022); Referee for German Research Foundation (DFG) grant applications (2024).

Awards and grants

University of Konstanz AFF research grant “Performance consequences of employee turnover”, 2023.

University of Konstanz “Free Room for Teaching” curriculum development grant, 2019.

The German Research Foundation Cluster of Excellence grant “Politics of Inequality”, 2019-2026.

Canadian Social Sciences and Humanities Research Council Insight grant, 2014-2017, with Andrey Stoyanov.

University of Birmingham graduate scholarship, 2003-2006.

Central European University graduate scholarship, 2001-2003.

Memberships

IZA, Verein für Socialpolitik (German Economic Association), Society for Institutional and Organizational Economics, German Economic Association of Business Administration (GEABA).

Personal

Born December 09, 1979. Dutch national. References available on request.