AKempor – Arbeitskreis Empirische Personal- und Organisationsforschung

22nd Annual Conference:

Firms, Workers, and Households in Times of Crisis and Digital Transformation

DIW Berlin, Anton-Wilhelm-Amo-Straße 58, 10117 Berlin

Elinor Ostrom Hall (1st floor)

DAY 1: November 26, 2026

09:00 – 09:30 *Arrival, Registration & Coffee at Ostrom Hall, 1st floor*

09:30 – 09:45 Welcome by the Organizers,
Carsten Schröder, Susanne Royer, Wenzel Matiaske, Thomas Behrends

09:45 – 10:45 **KEYNOTE 1 – The Future of Work and Implications for the Study of Work and Organisations**
David Peetz (Centre for Future Work, Melbourne)

10:45 – 11:15 *Coffee Break*

Parallel Sessions

11:15 – 12:30 **Session 1:**

Session 1a – Firms, Talent, and Innovation (Room: tba)
• Generative AI and Job Satisfaction: Evidence from Germany *(Luca Stella)*
• Visa Access and the Geography of Skilled Work: Evidence from the H-1B Lottery *(Alex Tuft)*
• The Incidence of Diversity: Labor Market Effects of Corporate Diversity Pledges *(Pablo Zarate)*

Session 1b – Leadership, Management Practices, and Organisational Learning (Room: tba)
• Ownership, Incentives and Leadership: How Equity Partnership Models Shape Leadership Enactment *(Robert Bischof)*
• Learning from fire fighters: Adapting organizational responses through a workshop-based approach *(Simon Fronczek)*
• High Commitment Performance Management Practices, Remote Work Intensity, and Innovative Work Behaviour: Evidence from Three Waves of Italian Survey Data *(Adeniran Adeboye)*

12:30 – 13:15 *Lunch (A.-Atkinson Lounge)*

13:15 – 14:15 **KEYNOTE 2 – From Robots to Generative AI: Technology and the Wellbeing of Workers**
Osea Giuntella (Department of Economics at University of Pittsburgh)

14:15 – 14:30 *Coffee Break*

Europa-Universität Flensburg · Helmut Schmidt Universität Universität der Bundeswehr Hamburg · SOEP at DIW Berlin

Parallel Sessions

14:30 – 15:45 **Session 2:**

Session 2a – Income Distribution and Inequality

• Labor Market Inequality and Rent Sharing at the Top *(Emanuel List)*
• "Turning Disruption into Advantage?" Remote Capability, Parenthood, and Income Performance Following the COVID-19 Shock *(Sophie Bauer)*
• Levels and drivers of lifetime earnings *(Carsten Schröder)*

Session 2b – Recognition at Work (Room: tba)

• Dimensionen betrieblicher Anerkennung. Zur anerkennungstheoretischen Fundierung einer kritischen Personal- und Organisationsforschung *(Thomas Behrends, Larissa Binder, presentation in German)*
• Anerkennung im Arbeitsverhältnis. Versuch einer empirischen Übertragung von Honneths Anerkennungsdimensionen auf den betrieblichen Kontext *(Thomas Behrends, Larissa Binder, René Steffes, presentation in German)*
• Growth-Related Conflicts of Recognition in SMEs: Social Orders Between Plurality and Inequality *(Larissa Binder; presentation in German)*

15:45 – 16:15 *Coffee Break*

16:15 – 17:30 **Session 3:**

Session 3a – AI, Skills, and Well-Being (Room: tba)

• Generative AI and the Changing Demand for Skills *(Marie-Renée Andreescu, Eric Maurin)*
• How is AI Affecting College Major and Course Choices? Evidence from Finland *(Ciprian Domnisoru, Tuomas P. Heikkinen)*
• One Size Fits All? How AI Attitude Shapes Employee Well-being During a Multi-Organizational Training Program *(Sara Kappelhoff)*

Session 3b – Work Location, Fairness, and Return-to-Office (Room: tba)

• 'It feels like a two-tier system' – Exploring (in)justice perceptions among employees without access to working from home *(Jörn Brandt; presentation in German)*
• Intersectional stereotypes at work: A mixed-methods analysis of age and work location *(Hellen Gießen; presentation in German)*
• Losing Flexibility Benefits: Employee Responses to Back-to-Office Mandates *(René Schmoll, Jill Jörres; presentation in German)*

17:30 – 20:00 *Get-Together (A.-Atkinson Lounge)*

DAY 2: November 27, 2026

08:45 – 09:00 *Arrival (& Registration)*

Parallel Sessions

09:00 – 10:15 **Session 4:**

Session 4a – Migration, Refugees, and Asylum (Room: tba)
• Opportunity Across Borders? Alleviating Barriers to Remote Work for Refugees *(Pablo Acosta, Emma C. Smith, Layane Alhorr, Alice Danon)*
• Who Gains from Refugee Inflows? Demographics, Capital, and Regional Adjustment in European Regions *(Anna Solms)*
• Political Violence and Bureaucratic Discretion: Evidence from German Asylum Decisions *(Yogam Tchokni)*

Session 4b – Co-Determination and Employee Perspectives (Room: tba)
• Digitalisation and employer-provided training: The unequal distribution of training opportunities in the digital transformation (*Martina Maas, presentation in German*)
• Exploring Resilience Processes and Bi-directional Crossover: A Qualitative Study among Leaders and Employees *(Lina Knetsch, Bianca Straßhöfer, Stefan Süß; presentation in German)*
• Boomerang-Karrieren im deutschen Kontext: Wie zufrieden sind Beschäftigte mit einer Boomerang-Karriere im Vergleich? *(Michael Schlese, Florian Schramm, Aleksandra Endemann, Verena Tobsch, presentation in German)*

Session 4c – Institutions, Formalisation, and Entrepreneurship (Room: tba)
• Democracy and Firm Performance *(Cevat Giray Aksoy, Elia Benveniste, Aditya Pal, Erdal Tekin)*
• How institutional quality shapes European entrepreneurs' life satisfaction: Evidence from a multilevel analysis *(Besnik A. Krasniqi, Rrezon Lajçi, Gentrit Berisha, Francisco Liñán)*
• Mobile Technologies and Firm Formalization: Evidence from Uganda *(Marina Dodlova, Krisztina Kis-Katos, Anna Kochanova, Olivia Wirth)*

10:15 – 10:45 *Coffee Break*

10:45 – 11:45 **KEYNOTE 3 – Understanding Immigration: Labor Markets, Policy, and Public Perception**
Christian Dustmann (Department of Economics, University College London and Rockwool Foundation Berlin)

11:45 – 13:00 **Session 5:**

Session 5a – Household Labor Supply and Fertility (Room: tba)
• Relaxing the Constraints: Working from Home and Labour Supply Preferences (Francesca Verga)
• Estimating top tails of censored earnings distributions (Christian Schluter)
• Combining a survey experiment with lifecycle models to evaluate pronatalist policies (Christos Koulovatianos)

Session 5b – Labor Market Shocks and Productivity (Room: tba)

• Management Practices and Productivity in Owner-Managed Firms *(Knarik Poghosyan, Alexander Kritikos, Alexander Schiersch)*
• When AI functions as continuity infrastructure: Worker-led compensatory digitalization during Russia's full-scale war against Ukraine *(Olena Mykhailenko)*
• Labor Market Effects of Ukrainian Refugees in Germany *(Marina Dodlova, Marcel Kossack, Lukas Möller-Sappelt)*

Session 5c – Productivity, Costs, and Sustainable Value Creation

• Heterogeneous Capital, Adjustment Costs, and Productivity in UK Manufacturing Firms *(Diane Coyle, Ioannis Bournakis, Jen-Chung Mei)*
• Drivers of Sustainable Value Creation in Apparel – The Case of Germany *(Maike Simon, Susanne Royer)*
• Optimizing Cost through Generative AI: Empirical Insights *(Maik Beyerodt, Katharina Pariwar, Michael Knappstein)*

13:00 – 13:45 *Lunch Break (A.-Atkinson Lounge)*

13:45 – 15:00 **Session 6:**

Session 6a – Expectations, Shocks, and Crisis Preparedness (Room: tba)

• Financial Conditions and Employment Decline in German Manufacturing Industry *(Ahmet Ali Taskin, Enzo Weber)*
• How Does Consumption Respond to News About Future Income? *(Brian E. Higgins, Terry O'Malley, Fang Yao)*
• Regional Differences in Establishments' Risk Anticipation, Crisis-Management Networks and Readiness to Support Civilian Population: Evidence from Germany *(Tamara Böhm, Stefan Liebig, Wenzel Matiaske, Torben Dall Schmidt)*

Session 6b – HR Research and Practice: Resilience, Representation, and AI (Room: tba)

• Konstruktive Zusammenarbeit zwischen Betriebsleitung und Betriebsrat: Strukturen, Herausforderungen und betriebliche Deutungsmuster *(Dennis Heinrich, Michael Schlese, Florian Schramm, Verena Tobsch, presentation in German)*
• The Representation Problem in Human Resource Research *(Nicole Andert, Wenzel Matiaske, Werner Nienhüser; presentation in German/English)*
• Distribution and Acceptance of AI Technologies in Human Resources Management of SMEs and Large Enterprises – Exploration Across Different Industries *(Doris Holtmann, Verena Tobsch, Wenzel Matiaske; presentation in German/English)*

15:00 – 15:15 Wrap-up and Concluding Remarks,
Carsten Schröder, Susanne Royer, Wenzel Matiaske, Thomas Behrends

15:15 *End of Conference*