

CV

Personal details

Surname: Kauhanen

First names: Antti Mikael

ORCID: 0000-0001-9506-1241

Date of CV: 01/10/2024

Degrees

21.9.2007, Dr.Sc.(Econ.), Economics, Aalto University School of Business (formerly Helsinki School of Economics), Helsinki, Finland

Title of Docent, 18.9.2009, Economics, particularly personnel economics, Aalto University School of Business

Language skills

Finnish (native language), English (C2), Swedish(B1)

Current employment

1.2.2019-, Research Director, Etna Economic Research, Helsinki, Finland

Previous work experience

1.1.2019-30.9.2024, Professor of Economics (part-time), University of Jyväskylä, Finland

1.9.2009-31.1.2019, Chief research scientist, Etna Economic Research

1.1.2008-31.8.2008, Researcher, Helsinki School of Economics (60%) & Etna Economic Research (40%)

Research funding and grants

- "Gender Differences in Careers", Teollisuuden ja Työnantajain Keskusliiton (TT) –säätö, 2.6.2008-28.2.2009, 107 000 €
- "ICT, service innovations and productivity", 1.2.2011-31.12.2013, TEKES 750 000€, Technology Industries of Finland Centennial Foundation 500 000 €
- "Features of incentive pay plans and productivity", TEKES, 09.03.2011-28.02.2013, 162 000€
- "Where do workers engaged in shrinking jobs end up – and why?", The Finnish Work Environment Fund, 1.9.2013-30.11.2014. Co-PI with Rita Asplund, 167 000€
- "Career and wage dynamics within and between firms". Academy of Finland, PI Rita Asplund, 01.09.2012-31.08.2016, 467 000 €
- "Wage Formation in Finland, 2005–2014", Teollisuuden ja Työnantajain Keskusliiton (TT) –säätö 1.4.2015-31.5.2016, 75 000 €
- "Workplace innovations, employee wellbeing and productivity", TEKES, 01.01.2015-31.8.2016, 62500€
- "Occupational Restructuring Challenges Competencies", Strategic Research Council, Academy of Finland, 1.4.2016-1.4.2019, Sub-project PI 1 180 000€
- "Promotions, Wages, and Worker Mobility across Firms", Academy of Finland, PI Rita Asplund, 01.09.2017 - 31.08.2021, 450 000€
- "Meta-analysis of labor market policies", Government's analysis, assessment and research activities 1.1.2020 - 31.5.2020, PI,150 000€

- “Labor market returns to adult education”, TT-säätiö, 1.9.2020-31.12.2021, 80 000€
- “Life course and economic implications of demographic change”, Strategic Research Council, Academy of Finland, 01.10.2021 - 30.09.2024, Sub-project PI 880 000€
- “The impact of decentralization of collective agreements on wages”, TT-säätiö, 1.9.2021-31.12.2022, PI 107 000€
- “Firm-level bargaining and heterogeneity in wage increases”, TT-säätiö, 1.1.2023-31.3.2024, PI 107 000€
- “Finland's Attractiveness as a Location for Talented People and Companies”, Business Finland, 01.09.2022 - 01.09.2024, PI 544 000€

Teaching merits

Lecturer in charge for the following courses (at Aalto University unless otherwise noted: Incentives in Firms (2005; B.Sc.); Labor Economics (2009; M.Sc.); Personnel Economics (2006-2008, 2010-2024; B.Sc.); Personnel Economics (University of Vaasa, 2008, 2010-2011; B.Sc.), Personnel Economics (University of Jyväskylä, 2019-2023, B.Sc & M.Sc)

Awards and honours

- Best Paper prize 2020, Scottish Journal of Political Economy
- Winner of the best paper competition LERA/ILR Review special series in employment relations, 2019
- 2013 Outstanding Author Contribution Award, *Research in Labor Economics*, Emerald Publishing.
- Foundation of the Helsinki School of Economics, 2008, Thesis award

Other academic merits

Referee for e.g.: *Applied Economics*, *British Journal of Industrial Relations*, *Economic and Industrial Democracy*, *Economic Journal*, *Human Resource Management Journal*, *Industrial Relations*, *Industrial & Labor Relations Review*, *International Review of Administrative Sciences*, *IZA World of Labor*, *Journal of Economic Behavior and Organization*, *Journal of Economics and Management Strategy*, *Journal of Human Capital*, *Journal of the Japanese and International Economies*, *Journal of Labor Economics*, *Journal of Labor Research*, *Journal of Participation and Employee Ownership*, *Journal of Population Economics*, *Journal of Productivity Analysis*, *Labour Economics*, *Managerial and Decision Economics*, *Oxford Economic Papers*, *Oxford Review of Economic Policy*, *Scandinavian Journal of Economics*, *Social Science and Medicine*.

Opponent of a doctoral dissertation University of Vaasa (2022), University of Helsinki (2024)

Pre-examiner of doctoral dissertation at University of Vaasa (2022), University of Jyväskylä (2013, 2017) and Aalto University School of Science (2015)

Guest Editor: *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 16, Emerald Publishing Ltd.

Co-editor, *Nordic Economic Policy Review* 2025 issue

Member of Editorial Advisory Board 2017-, *Journal of Participation and Employee Ownership*

Member of the Board, Finnish Economic Association 2009-2010; Finnish Society of Economic Research 2008-2009

Scientific and societal impact of research

Numbers of publications by type: Peer-reviewed scientific articles (A) (30), Non-refereed scientific articles (B) (9), Scientific books (C) (1), Publications intended for professional communities (D) (30), Publications intended for the general public (E) (23).

Selected presentations: Society of Labor Economists annual Conference (2010,2011,2013,2015,2018); ASSA Meetings, 2006, 2017,2018; European Winter Meeting of the Econometric Society, 2006; European Association of Labor Economists annual conference, 2002,2006, 2013

Several appearances in radio, tv, and regular interviews in newspapers

Selected publications

“The Effects of the Decentralization of Collective Bargaining on Wages and Wage Dispersion: Evidence from the Finnish Forest and IT Industries”, *British Journal of Industrial Relations*, 62(2): 319-334.

“The Effects of an Education-Leave Program on Educational Attainment and Labor-Market Outcomes” *Education Economics*, 29(6), 651-669.

(with Petri Böckerman, Alex Bryson & Mari Kangasniemi) “Does Job Design Make Workers Happy?”, *Scottish Journal of Political Economy*, 67(1), 31-52.

(with Jed DeVaro & Nelli Valmari) “Internal and External Hiring”, *ILR Review*, 72(4):981–1008.

(with Emre Ekinici & Michael Waldman) “Bonuses and Promotion Tournaments: Theory and Evidence”, *Economic Journal*, 129(622), 2342-2389.

(with Mika Maliranta) “The Roles of Job and Worker Restructuring in Aggregate Wage Growth Dynamics”, *Review of Income and Wealth*, 2019, 65(1): 99-118.

Antti Kauhanen “Gender Differences in Hierarchies”, *IZA World of Labor*. 2017

(with Jed DeVaro) “An "Opposing Responses" Test of Classic Versus Market-Based Promotion Tournaments”, *Journal of Labor Economics*, 2016, 34(3): 747-779.

(with Hugh Cassidy & Jed DeVaro) “Promotion Signaling, Gender, and Turnover: New Theory and Evidence”, *Journal of Economic Behavior & Organization*, 2016, 216 (Part A): 140-166

(with Sami Napari) “Gender Differences in Careers”, *Annals of Economics and Statistics*, 117/118, JANUARY/JUNE 2015, 61-88.

(with Mari Kangasniemi) “Performance-related Pay and Gender Wage Differences”, *Applied Economics*, 2013 45 (36): 5131-5143.

(with Sami Napari) “Career and Wage Dynamics: Evidence from Linked-Employer Employee Data”, *Research in Labor Economics*, 2012, 36: 35-76.

(with Sami Napari) “Performance Measurement and Incentive Plans”, *Industrial Relations*, 2012, 51(3): 645-669.

(with Petri Böckerman, Edvard Johansson) “Innovative Work Practices and Sickness Absence: What Does a Nationally Representative Employee Survey Tell?”, *Industrial and Corporate Change*, 2012, 21(3): 587-613.

(with Derek C. Jones, Panu Kalmi) The Effects of General and Firm-Specific Training on Wages and Performance: Evidence from Banking”, *Oxford Economic Papers*, 2012, 64(1): 151-175.

(with Derek C. Jones, Panu Kalmi) "Teams, Performance-Related Pay and Productive Efficiency: Evidence from a Food-Processing Plant", *Industrial and Labor Relations Review*, 63(4): 606-626.

Derek C. Jones, Panu Kalmi & Antti Kauhanen (2010): How does Employee Involvement Stack Up? The Effects of Human Resource Management Policies on Performance in a Retail Firm, *Industrial Relations*, 49(1): 1-21.

Panu Kalmi & Antti Kauhanen Workplace Innovations and Employee Outcomes: Evidence from Finland, 2008, *Industrial Relations*, 47(3): 430-459.

(with Derek C. Jones, Panu Kalmi) Human Resource Management Policies and Productivity: New Evidence from an Econometric Case Study, 2006, *Oxford Review of Economic Policy*, 22 (4): 526-538.

Positions of trust in society and other societal merits

- Member of two governmental work groups related to restructuring in the labour market (2011-2013, 2015)
- Member of group of researchers appointed by Ministry of Employment and Economic Affairs to consider ways to improve the employment rate (2019-2023)