

## Antti Mikael Kauhanen

## CURRICULUM VITAE

### PERSONAL

Year of birth: 1978  
Address: The Research Institute of the Finnish Economy,  
Arkadiankatu 23 B  
00100 Helsinki, Finland  
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### EDUCATION

2007 Dr.Sc. (Economics), Helsinki School of Economics

### PRESENT OCCUPATION

9/2009- Chief research scientist, The Research Institute of the Finnish Economy

### PRESENT AFFILIATIONS

9/2009- Docent, Aalto University School of Economics  
3/2006- SKOPE, University of Oxford, Associate Fellow

### PREVIOUS WORK EXPERIENCE

1/2008-8/2008 Helsinki School of Economics & The Research Institute of the Finnish  
Economy, Researcher  
1/2004-12/2007 Helsinki School of Economics, Graduate student/Researcher  
9/2005 -12/2005 Skope, University of Oxford, Visiting researcher

### FIELDS OF INTEREST

Personnel Economics, Applied Econometrics

### RESEARCH PAPERS

(with Mika Maliranta) "The Roles of Job and Worker Restructuring in Aggregate Wage Growth Dynamics", *Review of Income and Wealth*, forthcoming, doi:10.1111/roiw.12315.

(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. doi: 10.1016/j.jebo.2016.03.016.

(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. doi: 10.1080/00036846.2013.824546

(with Sami Napari) "Career and Wage Dynamics: Evidence from Linked-Employer Employee Data", *Research in Labor Economics*, 2012, 36: 35-76. doi: 10.1108/S0147-9121(2012)0000036006

(with Sami Napari) "Performance Measurement and Incentive Plans", *Industrial Relations*, 2012, 51(3): 645-669. doi: 10.1111/j.1468-232X.2012.00694.x

(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. doi: 10.1093/icc/dtr047

(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. doi: 10.1093/oeq/gpr013

"The Perils of Altering Incentive Plans: A Case Study", *Managerial and Decision Economics*, 2011, 32(6): 371-384. doi: 10.1002/mde.1542.

(with Derek C. Jones, Panu Kalmi) "Firm and Employee Effects of an Enterprise Information System: Micro-econometric Evidence", *International Journal of Production Economics*, 2011, 130(2):159-168.

(with Derek C. Jones, Panu Kalmi) "Teams, Performance-Related Pay and Productive Efficiency: Evidence from a Food-Processing Plant", *Industrial and Labor Relations Review*, 2010, 63(4): 606-626.

(with Satu Roponen) "Productivity Dispersion – A Case Study", *Research in Economics*, 2010, 64(2): 97-100.

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

"The Incidence of High-Performance Work Systems: Evidence from a Nationally Representative Employee Survey", *Economic and Industrial Democracy*, 2009, 30 (3): 454-480.

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

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

(with Hannu Piekkola) "What Makes Performance-Related Pay Schemes Work? Finnish Evidence", *Journal of Management & Governance*, 2006, 10 (2): 149-177.

(with Hannu Piekkola) "Rent Sharing as Firm Level Pay", *International Journal of Manpower*, 2003, 24 (4): 426-451.

#### OTHER PUBLICATIONS

"Gender Differences in Hierarchies", *IZA World of Labor*, 2017.

Guest Editor, *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 16, 2015, Emerald Group Publishing Limited.

#### WORK IN PROGRESS

(with Jed DeVaro & Nelli Valmari) "Internal and External hiring",

(with Petri Böckerman, Alex Bryson & Mari Kangasniemi) "Does Job Support Make Workers Happy?"

(with Jed Devaro, Theodore Papageorgiu & Nelli Valmari "Worker Mobility Across Occupations, Job Levels, and Firms"

(with Emre Ekinci & Michel Waldman) "Bonuses and Promotion Tournaments: Theory and Evidence"

"The Effects of an Education-Leave Program on Educational Attainment and Labor-Market Outcomes"

#### *PRESENTATIONS*

- 2002 Taloustutkijoiden kesäseminaari, Jyväskylä; EALE, Paris
- 2003 EARIE, Helsinki; CAED, London
- 2005 PAR conference, Manchester; 18<sup>th</sup> Scandinavian Academy of Management Conference, Århus; Skope seminar, Pembroke College, University of Oxford; HECER Labor Economics Seminar, Helsinki
- 2006 58<sup>th</sup> Annual LERA Meetings (ASSA), Boston; Finnish Society for Economic Research XXVII Annual Meeting, Helsinki; SKOPE seminar, Department of Economics, University of Oxford; Labour Institute for Economic Research, Helsinki; EALE, Prague; CAFE, Nuremberg; European Winter Meeting of the Econometric Society, Turin
- 2007 HSE Information Economy seminar; ETLA; Swedish School of Economics; Århus School of Business
- 2008 ETLA; Finnish Society for Economic Research XXX Annual Meeting, Jyväskylä; VATT
- 2009 HECER; Finnish Society for Economic Research XXXI Annual Meeting, Turku
- 2010 ETLA; EALE/SOLE, London; HECER; PT; JSBE
- 2011 VATT; SOLE, Vancouver; Scandinavian Economic History Meeting, Göteborg; Colgate University
- 2012 Finnish Economic Association Annual Meeting, Vaasa; PT
- 2013 SOLE, Boston; EALE, Turin
- 2014 Colloquium on Personnel Economics, Cologne; HECER Labor and Public Economics Seminar
- 2015 18<sup>th</sup> Colloquium on Personnel Economics, Vienna; Finnish Economic Association Annual Meeting, Helsinki; VATT, Helsinki; SOLE/EALE, Montreal
- 2016 Colloquium on Personnel Economics, Aachen; Carlos III, Madrid
- 2017 Aalto University

#### *MAJOR RESEARCH FUNDING*

"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, 01.09.2012-31.08.2017, 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 1 183 639€

“Promotions, Wages, and Worker Mobility across Firms” , Academy of Finland, 01.09.2017 - 31.08.2021, 452013€

*TEACHING EXPERIENCE (All at Aalto university unless noted otherwise)*

Incentives in Firms (2005); Labor Economics (2009); Personnel Economics (2006-2008, 2010-2017); Personnel Economics (University of Vaasa, 2008, 2010-2011)

*PROFESSIONAL SERVICE*

Referee for: *Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Applied Economics, Applied Economics Letters, Economic and Industrial Democracy, Economic Journal, Empirical Economics, Finnish Economic Papers, Human Resource Management Journal, Industrial Relations, Industrial & Labor Relations Review, International Journal of Manpower, International Journal of Production Economics, IZA World of Labor, Journal of Applied Economics, Journal of Economic Behavior and Organization, Journal of Human Capital, Journal of the Japanese and International Economies, Journal of Labor Research, Hallinnon Tutkimus, Kansantaloudellinen Aikakauskirja, Managerial and Decision Economics, Oxford Economic Papers, Oxford Review of Economic Policy, Research in Labor Economics, Scandinavian Journal of Economics, Social Science and Medicine, Työelämän tutkimus, Yhteiskuntapolitiikka.*

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

Member of the Board, Finnish Economic Association 2009-2010

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

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