

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 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: Microeconomic 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

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

(with Seppo Saukkonen) "Miksi Saksa menestyy: Talous- ja työmarkkinauudistusten rooli Saksan taloudellisessa menestyksessä 2000-luvulla", 2011, ETLA B 251.

(with Sami Napari) "Työurat Suomessa: Onko sukupuolella merkitystä? Tutkimus teollisuustoimihenkilöistä 1981-2006", 2009, ETLA B238.

Essays on Empirical Personnel Economics, Acta Universitatis Oeconomicae Helsingiensis A-305, 2007 (Doctoral Thesis)

PRESENTATIONS

- 2002 Taloustutkijoiden kesäseminaari, Jyväskylä
EALE, Paris
- 2003 EARIE, Helsinki
CAED, London
- 2005 PAR conference, Manchester
18th Scandinavian Academy of Management Conference, Århus
Skope seminar, Pembroke College, University of Oxford
HECER Labor Economics Seminar, Helsinki
- 2006 58th 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 18th Colloquium on Personnel Economics, Vienna
Finnish Economic Association Annual Meeting, Helsinki
VATT, Helsinki
SOLE/EALE, Montreal
- 2016 Colloquium on Personnel Economics, Aachen

MAJOR RESEARCH FUNDING

"Gender Differences in Careers", Teollisuuden ja Työnantajain Keskusliiton (TT) –säätiö, 2.6.2008-28.2.2009, 107 00€

“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) –säätiö 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€

GRANTS AND AWARDS

2002	Yrjö Jahnsson Foundation, “Laudatur” Award for the masters’ thesis. Yrjö Jahnsson Foundation Foundation of the Helsinki School of Economics
2005	Yrjö Jahnsson Foundation Foundation of the Helsinki School of Economics
2007	Foundation of the Helsinki School of Economics. Publication award
2008	Foundation of the Helsinki School of Economics. Thesis award
2009	Foundation of the Helsinki School of Economics. Publication award

TEACHING EXPERIENCE (All at Aalto university unless noted otherwise)

Incentives in Firms (2005); Labor Economics (2009); Personnel Economics (2006-2008, 2010-2015); 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, 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 Economic Behavior and Organization, Journal of Human Capital, Journal of the Japanese and International Economies, 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.*

Pre-examiner of doctoral dissertation at University of Jyväskylä (2013) 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