



**Madrid Work & Organizations**

**2019 MADRID WORK & ORGANIZATIONS WORKSHOP**

**MAY 9<sup>th</sup> – 10<sup>th</sup>, 2019**

**CAMPUS PUERTA DE TOLEDO - UNIVERSIDAD CARLOS III DE MADRID**

**Program:**

**Thursday, May 9, 2019**

**14:00-14:45 Registration and Welcome Buffett**

**14:45-15:00 Opening**

**15:00-16:00 Keynote Presentation I**

*“Firm-Specific Incentives as a New Path for Human Capital-Based Competitive Advantage,”* by Benjamin Campbell (Ohio State University)

**16:00 -16:30 Coffee Break**

**16:30-18:00 Paper Session 1: THE ORGANIZATION OF WORK.**

*Subcontracted Labor Mix in Project Teams: The Benefits and Costs on Financial Performance,* by Antoaneta Momcheva (IE), Emmanouil Avgerinos (IE) & Fabrizio Salvador (IE)

*Plural Sourcing and the Returns to Intra-Firm Coordination,* by George Chondrakis (ESADE), Eduardo Melero (UC3M) & Mari Sako (University of Oxford)

*Profit-Sharing and Interconnected Autonomous Teams,* by Marco Barrenechea Méndez (U. Pública de Navarra) & Sara Martínez de Morentin (U. Pública de Navarra)

**Friday, May 10, 2019**

**9:30-11:00 Paper Session 2: CAREERS AND DEVELOPMENT**

*When Does Autonomous Learning Benefit Employers? The Impact of Core Job Skills, Certification and Employer Support on Training Transfer and Job Search*, by Monika Hamori (IE)

*Cross-Industry Mobility and Executive Compensation: Penalization for Category Spanning in Executive Job Market*, by Halil Sabanci (IESE) & Marta Elvira (IESE)

*The Influence of Specialist and Generalist Trajectories on Career Attainment within the Organization*, by Roxana Barbalescu (HEC Paris) & Olga Ivanova (HEC Paris)

**11:00-11:30 Coffee Break**

**11:30-13:00 Paper Session 3: EXECUTIVE BEHAVIOR AND COMPENSATION**

*Entrepreneurial Experience and Executive Pay*, by Adrián Mérida (Copenhagen Business School)

*Is Consumer King? CEO Loss-Aversion-Driven Opportunism in Product Recall Announcements*, by Sumeet Malk (IE)

*Underfunding pensions in family firms. A stakeholders' perspective*, by Jessica Dávila (UC3M), Geoff Martin (Melbourne Business School) & Luis Gómez-Mejía (Arizona State University).

**13:00-14:00 Lunch**

**14:00-15:00 Keynote Presentation II:**

*“Expanding pools or expanding tools? Rejection response dynamics and the gender segregation of talent pipelines,”* by Isabel Fernandez-Mateos (London Business School)

**15:00-15:30 Coffee Break**

**15:30-17:00 Paper Session 4: GENDER AND INEQUALITY.**

*How Do Managers Pass Down Inequality? The Effect of Pay Inequality Among Managers on Inequality Among Workers*, by Federica De Stefano (U. of Pennsylvania)

*Occupational Polarization in Europe: Exploring Gender Differences*, by Paula Apascaritei (IESE) & Marta Elvira (IESE).

*Female Inventors and Inventions*, by Rembrand Koning (Harvard Business School), Sampsa Samila (IESE) & John-Paul Ferguson (McGill University)

**17:00 Farewell**