

# Matthias Heinz

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## Current Position and Education

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03/2021 –	Full Professor for Strategy, <i>University of Cologne</i>
01/2019 –	Member <i>ECONtribute Cluster of Excellence: Markets &amp; Public Policy, Universities of Bonn and Cologne</i> ; Representative for Equal Opportunity
09/2018 –	Research Affiliate: <i>Max Planck Institute for Research on Collective Goods</i> , Bonn
04/2017 –	Research Affiliate: <i>Reinhard Selten Institute</i> , Bonn and Cologne
06/2015 –	Research Affiliate: <i>Centre for Economic Policy Research (CEPR)</i> , London
10/2018 – 02/2021	Associate Professor for Strategy, <i>University of Cologne</i>
04/2014 – 09/2018	Junior-Professor for Personnel Economics, <i>University of Cologne</i>
09/2008 – 03/2014	Dissertation ( <i>summa cum laude</i> ); supervisors: G. Friebel and M. Kosfeld; <i>Goethe-University</i> , Frankfurt
03/2004 – 08/2008	Diploma in Business Administration, <i>Goethe-University</i> , Frankfurt

## Research Agenda

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I study the causal effects of management practices (e.g., incentive schemes, employee referral programs, managerial attention, documentation duties, decision-making authority, quality circles) on workers' performance and behavior in *field experiments in firms*. Moreover, I analyze the effects of downsizing, applying different perspectives, empirical methods and datasets.

## Publications

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- “Middle Managers, Personnel Turnover and Sales: A Long-term Field Experiment in a Retail Chain” (with G. Friebel, N. Zubanov), *Management Science*, *forthcoming*
- “Market Competition and the Effectiveness of Performance Pay” (with G. Friebel, P. Khashabi, T. Kretschmer, N. Zubanov), *Organization Science*, *forthcoming*
- “Measuring the Indirect Effects of Adverse Employer Behavior on Worker Productivity: A Field Experiment” (with S. Jeworrek, V. Mertins, H. Schumacher, M. Sutter), *Economic Journal* 130, 2020: 2546-2568.
- “Team Incentives and Performance: Evidence from a Retail Chain” (with G. Friebel, M. Krüger, N. Zubanov), *American Economic Review* 107(8), 2017: 2168-2203
- “Signaling Cooperation” (with H. Schumacher), *European Economic Review* 98, 2017: 199-216
- “In Good Times and Bad – Reciprocal Behavior at the Workplace in Times of Economic Crises” (with L. Gerhards), *Journal of Economic Behavior & Organization* 134, 2017: 228-239
- “The Hidden Costs of Downsizing” (with F. Drzensky), *Economic Journal* 126, 2016: 2324-2341
- “How Gender Differences in Competitiveness May Cause a Gender-Wage Gap” (with H. Normann, H. Rau), *European Economic Review* 90, 2016: 336-349
- “Goodbye or Identify: Detrimental Effects of Downsizing on Identification and Survivor Performance” (with R. van Dick, F. Drzensky), *Frontiers in Psychology* 7, 2016: 771
- “Downsizing and Firm Performance: Evidence from German Firm Data” (with T. Goesaert, S. Vanormelingen), *Industrial and Corporate Change* 24, 2015: 1443-1472
- “Media Slant in Economic News: A Factor 20” (with J. Swinnen), *Economic Letters* 132, 2015: 18-20
- “Media Slant against Foreign Owners: Downsizing” (with G. Friebel), *Journal of Public Economics* 120, 2014: 97-106
- “Do Women Behave More Reciprocally than Men? Gender Differences in Real Effort Dictator Games” (with S. Juranek, H. Rau), *Journal of Economic Behavior & Organization* 83, 2012: 105-110

## Working Papers

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- “What Do Employee Referral Programs Do? Measuring the Direct and Overall Effects of a Management Practice” (with G. Friebel, M. Hoffman, N. Zubanov), invited to revise and resubmit, *Journal of Political Economy*

“The Long-run Effects of War: The 30 Years’ War and Violent Crime in the Late 19<sup>th</sup> Century” (with G. Friebe, S. Pasch), invited to revise and resubmit, *Journal of Economic Behavior & Organization*

“Trustworthiness in the Financial Industry” (with A. Gill, H. Schumacher, M. Sutter), *submitted*

“Downsizing Announcements and Worksite Performance: A Multilevel Model and Firm-Level Evidence” (with G. Friebe, N. Zubanov, I. Weller), *CEPR Discussion Paper, submitted*

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## Awards

**Quality of Teaching Award** 2019, *University of Cologne*

**Jenny Gusy Innovation Prize** 2019 (as a representative for *ECONtribute Cluster of Excellence: Markets & Public Policy*) for a new and innovative equal opportunity concept (3,000€)

**Member of the Junges Kolleg (01/2018-09/2018)**, the association of the 30 best junior researchers across all disciplines in Northrhine-Westphalia; *first ever* business administration researcher in the *Junge Kolleg* (40,000€)

**Hans-Kelsen Junior Researcher Prize** 2018 for the best junior researcher in Law, Economics and Social Sciences at the University of Cologne (2\*48,000€ + teaching reduction for two years)

**Joachim Herz Prize** for Economics 2016 for the paper “Signaling cooperation” (10,000€; with Heiner Schumacher)

**Roman Herzog Research Prize** 2015 for excellent research about the social market economy (10,000€)

**IHK Dissertation Prize** 2014 for an excellent dissertation in business administration (6,000€)

**Erich Gutenberg Prize** 2014 for excellent research in business administration (2,500€)

**DIES Academic Teaching Award** 2014, *Goethe-University Frankfurt*

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## Research Grants

**Principal Investigator ECONtribute: Markets & Public Policy**, Cluster of Excellence, *Universities of Bonn and Cologne* (29,500,000€)

Funding “First Generation Students” program, *University of Cologne* (5,000€)

Funding for the study “Selection into the Financial Industry” (12,000€; with A. Gill, H. Schumacher), *Centre of Financial Studies*

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## Media

„Studie: Wem die Mitarbeiter wichtig sind, der stellt Manager ein, die gut mit Menschen umgehen können – und sich auch die Zeit nehmen“, *Wirtschaftswoche Management Blog*, Feb. 02nd, 2021

“Gute Kommunikation verringert Kündigungen”, *Fleisch & Co*, Nov. 27th, 2020

“Chefs und Chefinnen, spricht mit euren Leuten!”, *Wirtschaftswoche*, Dec. 02th, 2020

“Chef-Studie: Mehr Zeit für Mitarbeiter senkt Kündigungsrate, aber der Umsatz steigt nicht”, *t3n*, Nov. 29th, 2020

“Kommunikative Chefs haben zufriedeneres Personal”, *Frankfurter Neue Presse*, Nov. 28th, 2020

“Gute Kommunikation senkt Kündigungsrate”, *Mittelstand Nachrichten*, Nov. 25th, 2020

“Geld, Status und fünf Stunden Schlaf”, *Frankfurter Allgemeine Zeitung*, Nov. 14th, 2020

“Haben Banker zu Recht einen schlechten Ruf?”, *Frankfurter Allgemeine Zeitung*, Oct. 21st, 2020

“Nicht vertrauenswürdig? Ab in die Finanzbranche”, *Harvard Business Manager*, Oct. 19th, 2020

“Mut zum Klartext”, *Personalwirtschaft*, 11/2020

“Frag doch mal im Haus!“, *Frankfurter Allgemeine Zeitung*, Oct. 12th, 2020

“A Question of Trust”, *Bloomberg Business*, Oct. 02nd, 2020

“Trustworthiness in the financial sector“, *VoxEU*, Sept. 18th, 2020

“Banker scheitern im Charaktertest“, *rp-online.de*, Sept. 16h, 2020

“Finanzwelt stellt weniger vertrauenswürdige Beschäftigte ein“, *businessinsider.de*, Sept. 16th, 2020

“Studie der Uni Köln Finanzwelt stellt weniger vertrauenswürdige Beschäftigte ein“, *Kölner Stadt-Anzeiger*, Sept. 16th, 2020

“Studie: Wer in der Finanzbranche arbeitet ist oft wenig vertrauenswürdig“, *SWR*, Sept. 12th, 2020

“Finanzbranche scheint vertrauensunwürdige Mitarbeiter anzuziehen“, Sept. 11th, 2020 (e.g. *BetriebsratPraxis24*, *MSN*)

“Banken trekken onbetrouwbare werknemers aan“, *Het Financieele Dagblad*, Sept. 03rd, 2020

“Wie Kündigungen die Produktivität berühren”, *ORF Tirol Heute*, Jul. 29th, 2020

“Fairness, der schlummernde Wirtschaftsfaktor”, *ZDF Heute*, Jul. 7th, 2020

“Wert der Arbeit”, *3Sat, Makro*, Jun. 9th, 2020

“So gelingt Paaren die Doppelkarriere”, ca. 50 different newspapers (e.g., *Handelsblatt, Zeit, Süddeutsche Zeitung*), Mar. 2nd, 2020

“Seid nett, Bosse!”, *Harvard Business Manager*, 12/2019

“Mitarbeiterbindung unter Preisdruck”, *Personalwirtschaft*, 10/2019

“Kollege verloren, Chance verschenkt”, *Personalwirtschaft*, 9/2019

“Vergütungsmodelle sind altertümlich”, *Lebensmittelzeitung*, Jun. 7th, 2019

“Ist der 8-Stunden-Tag noch zeitgemäß?”, *WDR5*, Apr. 1st, 2019

“Are Flat Hierarchies Overrated? F1 Racing Drivers Think So”, *Forbes.com*, Feb. 15th, 2019

“Warum ist Louis Vuitton so teuer und so erfolgreich?”, *Handelsblatt Orange*, Jan. 30th, 2019

“How Leaders Can Maximise Their Impact”, *INSEAD Knowledge*, Jan. 4th, 2019

“Was verdienen Unternehmensberater?”, *Handelsblatt Orange*, Dec. 5th, 2018

“Homeoffice - Glücklichermacher und Karrierebremse”, *WDR5 Quarks*, Nov. 23rd, 2018

“Das neue Wir-Gefühl”, *Handelsblatt*, Oct. 26th, 2018

“Unfaire Behandlung von Mitarbeitern. Dieser Chef-Fehler macht Mitarbeiter zu Minderleistern”, *Impulse.de*, Aug. 29th, 2018

“Die Wahrheit über den Ego-Trip am Arbeitsplatz”, *Die Welt*, Aug. 13th, 2018

“So funktioniert die Geschäftsstrategie von Discounter Tedi”, *ntv Telebörsen* and *Handelsblatt*, Aug. 6th, 2018

“Liebe Chefs, immer schön fair bleiben!”, *Frankfurter Allgemeine Zeitung*, July 31st, 2018

“Wie verdient Tedi eigentlich Geld? ”; *Handelsblatt Orange*, July 30th, 2018

“Indirect effects of unfair employer behavior on workplace performance”, *VoxEU*, Dec. 15th, 2017

“Der Zorn der Übriggebliebenen”, *WirtschaftsWoche*, Dec. 13th, 2017

“Bäcker mit Bonus verkauft mehr Brötchen”, *Frankfurter Allgemeine Zeitung*, Sept. 26th, 2017

“Ensuring that everybody wins”, *AER Research Highlights*, Sept. 5th, 2017

“Wenn der Lebenslauf Teamfähigkeit signalisiert”, *Personalwirtschaft*, 3/2017

“(Big) Data Culture in HR”, *HR Perspectives*, 2017

“The hidden cost of downsizing: demotivating the remaining employees”, *LSE Business Review*, Feb. 1st, 2017

“Wer verdient einen Bonus?”, *Frankfurter Allgemeine Sonntagszeitung*, Jan. 29th, 2017

“Personaler achten auf soziales Engagement”, *Personalwirtschaft.de*, May 17th, 2016

“Intensive social engagement as a signal for cooperative behaviour in teams”, *VoxEU*, Jan. 4th, 2016.

“Feindliche Handlung – Forscher Matthias Heinz über die Wirkung eines Stellenabbaus auf die Belegschaft”, *Frankfurter Rundschau*, Sept. 4th, 2015

“Die Folgen von Stellenstreichungen”, *Börsen-Zeitung*, Sept. 4th, 2015

“Bonibäcker verkaufen mehr Brötchen”, *Frankfurter Allgemeine Zeitung*, Sept. 2nd, 2015

“Leistungsmanagement bei Personalabbau”, *Personalführung*, 9/2015

“Personalabbau in Unternehmen – zwischen Wahrnehmung und Wirkung”, *RHI Diskussionen*, 25th, 2015

“Teamboni: Wie man Gewinn und Gehälter mit dem gleichen Instrument erhöhen kann”, *PERSONALquarterly*, 3/2015

“Stellenabbau: Ein wenig erforschtes Thema”, *IHK WirtschaftsForm*, 2/2015

“Personalabbau effektiv gestalten”, *PERSONALquarterly*, 4/2014

“Frauen sind die besseren Diktatoren”, *Frankfurter Allgemeine Sonntagszeitung*, Sept. 9th, 2011

“Wie objektiv ist die deutsche Presse? Wenn ausländische Firmen in Deutschland Jobs streichen, schauen die Medien viel kritischer hin als bei deutschen”, *Handelsblatt*, Mar. 17th, 2011

“Keine Angst vor Bankstern”, *Frankfurter Allgemeine Zeitung*, May 27th, 2010

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## Research Stays

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NHH Bergen (03/2015), WZB Berlin (05-06/2015), KU Leuven (03-05/2011; 03-04/2012), LMU Munich (11-12/2015)

## Presentations: Invited

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Aarhus University (2014), University of Amsterdam / Tinbergen Institute (2016), University of Barcelona (2016), University of Basel (2018), NHH Bergen (2015), TU Berlin / WZB Berlin (2015), IZA Bonn (2016 and 2019), University of Bonn / briq (2021), MPI Bonn (2018), University of Bristol (EPIB workshop 2017), University of Cologne (2013), DICE / University of Duesseldorf (2013), University of Innsbruck (2020), Technical University Munich Campus Heilbronn (2020), University of Konstanz (2015 and 2018), KU Leuven (2011, 2012 and 2018), LISER Luxembourg (2016), University of Luxembourg (2016), Maastricht University (2014), LMU Munich (2016 and 2015), University of Oxford (2017), Paris Dauphine (2018), University of Regensburg (2017), ERASMUS University Rotterdam (2020), University of Toronto / Rotman School of Management (2016), IAAEU / University of Trier (2015), University of Tübingen (2020), University of Vienna (VfS meeting 2017), WHU Vallendar (GEABA Panel Discussion 2019), University of Zürich (2018)

## Presentations: Conferences, Workshops

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Aachen (COPE), Augsburg (VfS Meeting), Bogota (Workshop on Media Economics), Boston (Harvard-MIT-Stanford Empirical Management Conference), Cologne (GCEG, COPE, C-SEB Workshop, Gutenberg Conference), Copenhagen (CEPR IMO conference), Duesseldorf (VfS Meeting), Fontainebleau (CEPR IMO conference), Frankfurt (Meeting of the German-speaking Economists Abroad; VfS Meeting; NGO conference; LEOH Workshop; FLEX anniversary conference), Konstanz (Org Econ Workshop), Moscow (NES Anniversary Conference; Workshop on Media Economics), Munich (COPE; EBE Guest Course), Rom (NGO conference), Oslo (EEA Meeting), Paris (RCT conference), Santander (SAEe Meeting), Tilburg (Workshop on Media Economics), Trier (Personnel Economics Workshop), Tuebingen (COPE), Vienna (COPE), Zürich (COPE)

## Teaching

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Lectures “Global Management Practices” (Master: summer 2020, summer 2019), “Strategic Management” (Master: winter 2020), “Human Resource Management” (Bachelor: summer 2014-2018, University of Cologne), “Organizational Economics” (Master: winter 2015-2017; University of Cologne), “Empirical Evaluation of Management Practices” (Master: winter 2014-2016; University of Cologne), “Management” (Bachelor: winter 2013; Vietnamese-German University/Goethe-University), “Management, Organization and HR” (partly; Bachelor: summer 2010-2012; Goethe-University); seminars (Master: summer 2019, winter 2019, winter 2018, summer 2017, winter 2016, summer 2016, winter 2015, summer 2015, winter 2014; University of Cologne); TA for “Management” (Bachelor: summer 2013, winter 2010-2013), “Advanced Management” (Master: winter 2010, 2008), “Consulting” (Master: summer 2009-2011), seminars (Bachelor: summer 2013, 2009, winter 2012, 2011; Diploma/ Master: summer 2012; winter 2008) at Goethe-University

## Other Experiences

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2013	Finisher Iron Man, Frankfurt
2005-2008	Internships at Siemens AG in China, Germany and UK

## Refereeing

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B.E. Journal of Economic Analysis and Policy, Economic Journal, Economica, Economics of Transition, European Economic Review, Experimental Economics, German Economic Review, Human Relations, Information Economics and Policy, International Review of Economics and Finance, Journal of Corporate Finance, Journal of Economic Behavior & Organization, Journal of the European Economic Association, Journal of Institutional and Theoretical Economics, Journal of Money, Credit and Banking, Journal of Strategy and Management, Management Science, Regional Science and Urban Economics, Review of Economics and Statistics, Review of Economic Studies, Review of Managerial Science, Scandinavian Journal of Economics, Scandinavian Journal of Management, Southern Economic Journal

DFG, FWF, FWO, Joachim Herz Foundation, Org. Econ Committee (VfS), Strategic Management Society Conference