

ELISA GERTEN

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Faculty of Business and Economics
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E-Mail: elisa.gerten@unibas.ch
Place of birth: Luxembourg

Research interests

Personnel economics, organizational economics, behavioral economics

Main topic: Digital transformation and its impact on employees and employers

Current position

Since 2017 Assistant/PhD student
Faculty of Business and Economics, University of Basel

Education

Since 2017 Ph.D. in Business and Economics, University of Basel
Supervisors: Prof. Dr. Conny Wunsch, Prof. Dr. Lutz Bellmann

2015-2017 M.Sc. in Business and Economics, University of Basel
Major in Labor Economics, Human Resources and Organization
Thesis: Work 4.0: How is digitalization changing workplace organization? (6.0)

2010-2014 B.Sc. in Economics, Albert-Ludwig University of Freiburg
Thesis: Migration in Europa: Wirtschaftliche und nicht-wirtschaftliche
Bestimmungsfaktoren des Wanderungsverhaltens (1.7)

06/2009 Secondary Education, Athénée de Luxembourg

Publications and research

Publication in a peer-reviewed journal

Controlling working crowds: The impact of digitalization on worker autonomy and monitoring across hierarchical levels, (with M. Beckmann and L. Bellmann), Journal of Economics and Statistics, 2019, 239(3), 441-481. [DOI](#)

Book contribution

Die Entwicklung der Arbeit in Zeiten der Digitalisierung (with M. Beckmann), schulthess manager handbuch 2018/2019, Zürich, Basel, Genf, 209-217. [PDF](#)

Work in progress

Technology, hierarchy, and work organization (with M. Beckmann and M. Kräkel)

Mobile technologies and performance pay (WWZ Forum Research Grant) [FV-69](#)

Digitalization, work organization and employee motivation: A mediation analysis (with L. Martin)

Crowdworking and the employment of women (WWZ Grant)

Coworking spaces as decentralized workplace organization in the Basel area (with C. Rümmele)

Research grants

2021	GSBE Post-Covid19 Travel Fund, University of Basel
2020	Johann-Jakob Speiser Scholarship der Speiser-Bär-Stiftung, Basel
2020	The Swiss labour market in the digital transformation (SWISSLAB), funded by the Swiss National Science Foundation; Principal Investigators: C. Wunsch, M. Beckmann, P. Arni, co-responsible for the Swiss Linked Employer-Employee Panel
2019	Emilie Louise Frey-Preis zur Förderung junger Wissenschaftlerinnen von der Sektion Basel des Schweizerischen Verbandes der Akademikerinnen (SVA) und der Vereinigung Basler Universitätsdozentinnen (VBU)
2019	Auswirkungen der Digitalisierung auf die Verwendung von Leistungslöhnen in Unternehmen, funded by WWZ Förderverein, University of Basel; Principal Investigator: M. Beckmann
2018	Basler Gesellschaft für Personalmanagement HR-Award 2018
2017	Best Master Thesis Award, Faculty of Business and Economics, University of Basel & Foundation Basler Kantonalbank, 2016/2017

Conferences and workshops

2022	COPE, Aarhus University
2021	Podcast <i>Wir sind hier</i> , Eidgenössische Migrationskommission (EKM), Schweiz Congress for Work, Org. & Econ. Psychology, Chemnitz University of Technology Ziel Zukunft Biennale, organized by Baloise & sun21 RAVplus Workshop, organized by Demografik Basel
2020	EALE SOLE AASLE World conference, online COPE, University College London (cancelled due to Corona) LISER-IAB Conference on Digital Transformation, LISER Luxembourg Winter School, Prof. Dr. Martin Huber, LISER Luxembourg
2019	Economics Lunch, University of Basel EALE, Uppsala Hut Seminar on Labour Economics, University of Basel Bernoulli Workshop, University of Basel Workshop on Labour Economics (IAAEU), Trier COPE, University of Augsburg Tasks V: Robotics, Artificial Intelligence and the Future of Work, Bonn
2018	Doctoral Colloquium, IAB Nuremberg IZA/OECD Workshop on Labor Productivity and Digital Economy, Paris EBE-CRC/TR-190 Summer School in Applied Microeconomics (Poster) COPE, LMU Munich
2017	Assessing the Impact of HRM Practices, IAB Nuremberg (Poster) International Workshop on Establishment Panel Analyses, IAB Nuremberg

Research visits

Summer 2022	University College London (UCL), London (8 weeks) Prof. Alex Bryson (Department Quantitative Social Science)
Since 2017	Institute for Employment Research (IAB), Nuremberg (4-6 weeks each year) Prof. Dr. Lutz Bellmann (Department Establishments and Employment) Luxembourg Institute of Socio-Economic Research (LISER), Luxembourg Ludivine Martin (Department Labour Market)

Organization of conferences

02/2020 LISER-IAB Conference on Digital Transformation and the Future of Work, LISER Luxembourg, joint with L. Martin (LISER) and H. Walz (IAB)

Teaching

01/2022 Transferable Skills, University of Basel
Graduate, Lecture: Introduction to Business Management

2019-2021 FHNW Switzerland
Undergraduate, Lecture: Organizational Behavior

2017-2021 Faculty of Business and Economics, University of Basel
Undergraduate
Seminar: Current Topics in Economics
Seminar: Bachelor Thesis in Personnel and Organizational Economics
Graduate
Seminar: Labor Economics, HR and Organization
Colloquium: Digital Transformation and Work 4.0 (since Spring 2019)
Lecture: Organizational Behavior and Leadership (Spring 2020)
Master and bachelor theses

2018 HEG Fribourg
Théories de motivation, CAS Compensation & Benefits Management

2012-2016 Albert-Ludwig University of Freiburg
Undergraduate, Tutorial: Theory of the Firm

Previous positions

2019-2021 Lecturer, University of Applied Sciences and Arts Northwestern Switzerland (FHNW)

01-04/2017 Intern, Kienbaum Consultants International GmbH, Freiburg

2012/14/16 Teaching Assistant (winter term), Albert-Ludwig University of Freiburg

01-03/2016 Intern, Ministry of Foreign Affairs of Luxembourg
Research on current European issues in French and German; Co-organization of the opening event of the Luxembourg Presidency of the Committee of Ministers of the Benelux Union; Participation in bilateral meetings with EU member states

2014-2015 Research Assistant, Centre for European Policy, Freiburg

05-11/2013 Intern, SThree GmbH, Stuttgart and Munich

04-05/2013 Intern, IFG Ireland Management Ltd., Dublin

Memberships and program committees

2020-2021 Graduate Assistant PhD representative, Curriculum Commission, Faculty of Business and Economics, University of Basel

Since 2020 HELP! For Families, Basel, Switzerland

Since 2019 Schweizerischer Verband der Akademikerinnen (SVA)

Since 2019 Committee member of the Gender4STEM project, co-funded by the Erasmus+ Program of the European Union

Computer and language skills

Computer skills Stata, R, LaTeX, MS Office, Qualtrics, Adobe Photoshop & Premiere Pro CC

Language skills Luxembourgish (native), German (fluent), English (fluent), French (fluent)