Elisa Gerten

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Research interests

Personnel economics, organizational economics, behavioral economics
Main topic: Digital transformation and its impact on employees and employers

Current positions

Since 2019	Lecturer in Organizational Behavior
	University of Applied Sciences and Arts Northwestern (FHNW) Switzerland
Since 2017	Research and Teaching Assistant to Prof. Dr. Michael Beckmann
	Professorship Human Resources and Organization, 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?*
2010-2014	B.Sc. in Economics, Albert-Ludwig University of Freiburg

Publications and research

Publications in peer-reviewed journals

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

Book contributions

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

Work in progress

Does the impact of digital technologies on workplace organization differ between managerial and non-managerial employees? (with Michael Beckmann and Matthias Kräkel)

Digitalization, workplace organization and employee motivation: A mediation analysis (with Ludivine Martin) Abstract

Digitalization, cooperation, and pay for performance (WWZ Forum Research Grant) FV-69

Crowdworking and the employment of women (with Lucas Trutwin) (WWZ Grant) Link

Research grants

2020	'The Swiss labour market in the digital transformation (SWISSLAB)' funded by the Swiss National Science Foundation; Principal Investigators: Conny Wunsch, Michael Beckmann, Patrick Arni, Budget: 552'928 CHF, co-responsible for the Swiss Linked Employer-Employee Panel (SLEEP)
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' (FV-69) funded by the Support Association of the Faculty of Business and Economics of the University of Basel (WWZ Förderverein); Principal Investigator: Michael Beckmann, Budget: 24'264 CHF
2018	Basler Gesellschaft für Personalmanagement HR-Award 2018 for the best Master Thesis in Human Resource Management
2017	Best Master Thesis Award, Faculty of Business and Economics, University of Basel & Foundation Basler Kantonalbank, 2016/2017

Conferences and workshops

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

Autumn 2021	**University College London (UCL), London** Prof. Alex Bryson (Department Quantitative Social Science)
Since 2017	**Institute for Employment Research (IAB), Nuremberg** 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, IAB Nuremberg, joint with L. Martin (LISER) and H. Walz (IAB) LISER-IAB Conference on Digital Transformation and the Future of Work, LISER Luxembourg, joint with L. Martin (LISER) and H. Walz (IAB)

Teaching

2019-present	**FHNW Switzerland**
	Undergraduate
	Organizational Behavior
2017-present	**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)
	Organizational Behavior and Leadership (Spring 2020)
	Master and bachelor theses
2018	**HEG Fribourg**
	Théories de motivation, CAS Compensation & Benefits Management
2012-2016	**University of Freiburg**
	Tutorial: Theory of the Firm

Previous positions

01-04/2017	Intern, Kienbaum Consultants International GmbH, Freiburg
WT 12, 14, 16	Teaching Assistant, Albert-Ludwig University of Freiburg
01-03/2016	Intern, Ministry of Foreign Affairs of Luxembourg
09/2014-09/2015	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

Since 10/2020	Graduate Assistant PhD representative, Curriculum Commission of the Faculty of Business and Economics, University of Basel
Since 08/2020	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	Programming: Stata, R
	Document editing: LaTex, MS Office
	Operating systems: Windows, macOS
	Other: Qualtrics, GitHub, Adobe Photoshop & Premiere Pro CC
Language skills	Luxembourgish (native), German (fluent), English (fluent), French (fluent)