

## Elisa Gerten

University of Basel · Faculty of Business and Economics · Peter-Merian-Weg 6 · CH-4002 Basel  
Phone: +41 61 207 2757 · [elisa.gerten@unibas.ch](mailto:elisa.gerten@unibas.ch) · Born in Luxembourg

### Research interests

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Personnel economics, organizational economics, behavioral economics

**Main topic:** Digitalization and its impact on employees and employers

### Current positions

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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

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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

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#### 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 & online contributions

The sudden growth of employee autonomy during the coronavirus lockdown, (with Michael Beckmann), *IZA Opinions*, April 14, 2020. [Link](#)

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](#)

## Awards & research grants

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| 2020 | <ul style="list-style-type: none"><li>• Johann-Jakob Speiser-Scholarship, Speiser-Bär Stiftung, Budget: 6'000 CHF</li><li>• Crowdfunding and the employment of women (WWZ), Budget: 5'000 CHF</li><li>• '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)</li></ul>   |
| 2019 | <ul style="list-style-type: none"><li>• Emilie Louise Frey-Preis zur Förderung junger Wissenschaftlerinnen von der Sektion Basel des Schweizerischen Verbandes der Akademikerinnen (SVA) und der Vereinigung Basler Universitätsdozentinnen (VBU)</li><li>• '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</li></ul> |
| 2018 | <ul style="list-style-type: none"><li>• Basler Gesellschaft für Personalmanagement HR-Award 2018 for the best Master Thesis in Human Resource Management</li></ul>  |
| 2017 | <ul style="list-style-type: none"><li>• Best Master Thesis Award, Faculty of Business and Economics, University of Basel &amp; Foundation Basler Kantonalbank, 2016/2017</li></ul>  |

## Conferences and workshops

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| 2020 | <p>2<sup>nd</sup> Crowdfunding Symposium, Paderborn<br/>EALE SOLE AASLE World conference (Poster), Berlin<br/>COPE, University College London<br/>LISER-IAB Conference on Digital Transformation, LISER Luxembourg<br/>Winter School, Prof. Dr. Martin Huber, LISER Luxembourg</p>    |
| 2019 | <p>Economics Lunch, University of Basel<br/>EALE, Uppsala<br/>Hut Seminar on Labour Economics, University of Basel<br/>Bernoulli Workshop, University of Basel<br/>Workshop on Labour Economics (IAAEU), Trier<br/>COPE, University of Augsburg</p>                                   |
| 2018 | <p>Tasks V: Robotics, Artificial Intelligence and the Future of Work, Bonn<br/>Doctoral Colloquium, IAB Nuremberg<br/>IZA/OECD Workshop on Labor Productivity and Digital Economy, Paris<br/>EBE-CRC/TR-190 Summer School in Applied Microeconomics (Poster)<br/>COPE, LMU Munich</p> |
| 2017 | <p>Assessing the Impact of HRM Practices, IAB Nuremberg (Poster)<br/>International Workshop on Establishment Panel Analyses, IAB Nuremberg</p>  |

## Research visits

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| Since 2017 | <p><b>Institute for Employment Research (IAB), Nuremberg</b><br/>Prof. Dr. Lutz Bellmann (Department Establishments and Employment)<br/><b>Luxembourg Institute of Socio-Economic Research (LISER), Luxembourg</b><br/>Ludivine Martin (Department Labour Market)</p> |
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## Organization of conferences

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| 02/2020 | <p>1<sup>st</sup> LISER-IAB Conference on Digital Transformation and the Future of Work, LISER Luxembourg, joint with L. Martin (LISER) and H. Walz (IAB)</p> |
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## **Teaching**

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2019-present	<b>FHNW Switzerland</b> <i>Undergraduate</i> Organizational Behavior
2017-present	<b>Faculty of Business and Economics, University of Basel</b> <i>Undergraduate</i> Seminar: Current Topics in Economics Seminar: Bachelor Thesis in Personnel and Organizational Economics <i>Graduate</i> Seminar: Labor Economics, HR and Organization Colloquium: Digital Transformation and Work 4.0 (since Spring 2019) Organizational Behavior and Leadership (since Spring 2020) Master and bachelor theses
2018	<b>HEG Fribourg</b> Théories de motivation, CAS Compensation & Benefits Management
2012-2016	<b>Albert-Ludwig University of Freiburg</b> Tutorial: Theory of the Firm

## **Refereeing**

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Review of Managerial Science, Strategic Management Society

## **Previous positions**

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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**

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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**

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Computer skills	Programming: Stata, R Document editing: LaTeX, MS Office Operating systems: Windows, macOS Other: Qualtrics, Zotero, Citavi, GitHub, Adobe Photoshop & Lightroom, Premiere Pro CC, InVision Studio
Language skills	Luxembourgish (native), German (fluent), English (fluent), French (fluent)