

# Julia Starzetz

Phone: +41 61 207 27 54

Email: julia.starzetz@unibas.ch

## RESEARCH INTERESTS

Organizational Economics, Personnel Economics, Digital Transformation, Employee Autonomy, Employee Absenteeism, People Analytics

## CURRENT POSITION

**Postdoctoral Researcher** Since November 2023  
Chair of Human Resources and Organization, University of Basel

## EDUCATION

**PhD in Business and Economics (*summa cum laude*)** 2020 – 2023  
Title: The Changing Organization of Work – Three Essays on Employee Autonomy and the  
Digitalized Workplace; Advisors: Michael Beckmann (University of Basel) and Tobias  
Kretschmer (LMU Munich)  
*University of Basel, Basel, Switzerland*

**MSc in Digital Innovation** 2018 – 2019  
*UCD Michael Smurfit Graduate Business School, Dublin, Ireland*

**BSc in Economics and Business Administration** 2015 – 2018  
*Goethe University, Frankfurt am Main, Germany*

## RESEARCH

Kagerl, Christian, and Julia Starzetz. "Working from home for good? Lessons learned from the COVID-19 pandemic and what this means for the future of work." *Journal of Business Economics* 93.1 (2023): 229-265.

Starzetz, Julia. "Employee Absenteeism in the Digital Age" (Working Paper)

Starzetz, Julia, and Michael Beckmann. "Revisiting the autonomy-control paradox: Do extrinsic incentives, self-exploitation or harmless intrinsic work motivation explain why autonomous employees intensify their work?" (Working Paper)

## TEACHING

Colloquium: Human Resource Analytics (graduate) Since 2022

Seminar: Current Topics in Economics (undergraduate) Since 2020

Bachelor and master theses in Personnel and Organizational Economics Since 2020

Teaching assistance in Introduction to Business Management (undergraduate); Personnel Economics (undergraduate); Organization and Human Resource Management (undergraduate); Incentive Pay and Employee Motivation (graduate); Strategy, Organization and Human Resource Management (graduate) Since 2020

## WORK EXPERIENCE

**Analyst**, hkp/// group, Frankfurt am Main, Germany 2019 – 2020

**Research Assistant**, KfW, Frankfurt am Main, Germany 2017 – 2018

**Working Student**, FRANKFURT BUSINESS MEDIA GmbH, Frankfurt am Main, Germany 2016

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## **AWARDS, RESEARCH GRANTS AND PROFESSIONAL SERVICE**

Faculty Price for the Best Doctoral Dissertation, University of Basel (2023)

Award Winner “fwwg-Förderpreis” (2018)

FV-76 and FV-84 WWZ Förderverein (WWZ Forum) (2020 and 2021)

Representative of PhD students and Postdocs at the Faculty Assembly of the Faculty of Business and Economics, University of Basel (2021-2023)

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## **RESEARCH VISITS**

Institute for Employment Research (IAB), Nuremberg, Department Establishments and Employment, Hosts: Lutz Bellmann, Susanne Kohaut, Michael Oberfichtner (since 2020)

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## **PRESENTATIONS**

- Basel Symposium at Wirtschaftsgymnasium and Wirtschaftsmittelschule in Basel, Switzerland (2021)
- Colloquium on Personnel Economics (COPE) in Aarhus, Denmark (2022)
- Economics Lunch at University of Basel, Switzerland (2022)

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## **TECHNICAL AND LANGUAGE SKILLS**

- Technical Skills: Stata, R, Latex, MS Office, Qualtrics, Python, SQL
- Languages: German (native), English (fluent), French (basic), Polish (basic)

Updated: November 2023