

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)

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)

RESEARCH VISITS

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

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)

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