



Programm für den 3. Forschungsworkshop der Fakultät Wirtschafts- und Sozialwissenschaften am 13.11.2023: BESST 3 - Business, Economics, and Social Sciences retreat

Ort: Grüner Saal, Schloss

Alle Forschenden der Fakultät sind herzlich eingeladen. Insbesondere das Panel um 16.30 Uhr richtet sich gerade auch an Doktorand:innen und Habilitand:innen.

Anmeldung bitte bis 9.11.2023 unter <https://t1p.de/hsgsm>.

Beginn	Programmpunkt	Sprecher:innen
ab 9:45	Ankommen	
10:00	Begrüßung	Henner Gimpel
10:10	Sind fünf „Warum“ überhaupt genug?	Herbert Meyr
10:50	Grand Challenges of Intelligent Negotiation Support Systems - Artificial Intelligence and Human Intelligence	Muhammed-Fatih Kaya
11:30	Mittagspause (1,5 Std.)	
13:00	Introducing a New Perspective into Role Theory By Simultaneously Considering Leaders' and Followers' Role Expectations	Ellen Weber Marion Büttgen Ulrike Fasbender
13:40	Promoting Individual Sustainable Behavior	Laura Henn
14:20	Pause (30 Min.)	
14:50	What is Fair? Experimental Evidence on Fair Equality vs Fair Inequality	Jasmin Vietz Nadja Dwenger
15:30	Building Capacity in the Public Administration. Evidence from German Reunification	Nadja Dwenger
16:15	Pause (15 Min.)	
16:30	Panel „Wie man in hochrangigen Journals veröffentlicht“	Marion Büttgen Ulrike Fasbender Sabine Trepte Andreas Kuckertz Aderonke Osikominu
17:30	Verabschiedung	Henner Gimpel
Ab 17:45	Abendessen (Café Restaurant Denkbar)	

- Je Vortrag ca. 15 Minuten Präsentation und ca. 20 Minuten Diskussion.
- Die einstündige Panel-Diskussion wird moderiert von Marion Büttgen. Die Sprecher:innen des Panels liefern erste Anregungen für die Diskussion. Alle weiteren Teilnehmenden im Raum sind herzlich eingeladen, ihre Erfahrungen und Fragen mit einzubringen und untereinander auszutauschen.
- Während des Forschungsworkshops gibt es Snacks sowie Kaffee und andere Getränke. Mittag- und Abendessen werden von den Teilnehmenden selbst bezahlt.

Kurzvorträge	Sprecher:innen
<p>Sind fünf „Warum“ überhaupt genug?</p> <p><i>Kurzbeschreibung folgt.</i></p>	Herbert Meyr
<p>Grand Challenges of Intelligent Negotiation Support Systems - Artificial Intelligence and Human Intelligence</p> <p><i>Negotiations represent one of the most important forms of business communication both in inter-organisational and in intra-organisational settings. Digitalisation has transformed business negotiations. The use of intelligent information systems by means of Negotiation Support Systems such as Negoisst and the application of Machine Learning algorithms can help to make negotiations more effective, more efficient, and more satisfactory for all negotiators. Nevertheless, there are a number of challenges for the successful integration of artificial intelligence to support human intelligence which are the focus of our current research.</i></p>	Muhammed-Fatih Kaya
<p>Introducing a New Perspective into Role Theory By Simultaneously Considering Leaders' and Followers' Role Expectations</p> <p><i>The research project aims to conceptually introduce a new (combined) perspective focusing on the expectation-fit of respective role incumbents (i.e., leaders and followers) and the underlying mechanisms influencing specific outcome variables. Moreover, the research project empirically applies this new perspective on role theory to the context of digital transformation. Specifically, the research project contains experimental and dyadic studies to investigate leaders' and followers' role expectations and behaviors and their influence on relevant individual-related outcome variables.</i></p>	Ellen Weber Marion Büttgen Ulrike Fasbender
<p>Promoting individual sustainable behavior</p> <p><i>How can – from a psychological perspective – individual sustainable behavior be promoted or increased? In this overview of the research at our department, I will present insights into psychological contributions to the sufficiency strategy, focusing on the interplay of individual motivation on the one side and external factors on the other side when aiming at the promotion of sustainable behavior. I will then highlight research avenues towards incorporating psychological contributions to system-level changes and towards increasing people's general commitment to sustainable development.</i></p>	Laura Henn

<p>What is Fair? Experimental Evidence on Fair Equality vs Fair Inequality</p> <p><i>Meritocracy implies paying people according to their performance, consisting of two principles: (i) paying people with equal performance equally (fair equality) and (ii) paying individuals with higher performance more (fair inequality). Yet, in many circumstances it is hard to simultaneously fulfill both principles. This paper provides experimental evidence on which principle individuals consider more important. In the experiment, participants can either create equality among equals (fair equality) or create inequality among unequals (fair inequality). For the general population in the US, we find stark differences in individual preferences: While two-thirds of individuals prefer fair equality, another third of individuals prefers to create fair inequality. Supporters of the Republican party are more likely to prefer fair inequality. Individuals are willing to incur a substantial personal cost for implementing their preferred fairness dimension. Our findings suggest that considering both principles of meritocracy, fair equality and fair inequality, is vital in comprehending distribution-related conflicts in society.</i></p>	<p>Jasmin Vietz Nadja Dwenger</p>
<p>Building Capacity in the Public Administration. Evidence from German Reunification</p> <p><i>An effective public administration is crucial for the functioning of the state. Administrative capacity varies widely, both across and within countries. We study one of the main means to build capacity: seconding officials from high-capacity to low-capacity public administrations. Our context is the capacity-building in the East German fiscal administration after reunification. A unique feature of our setting is that each East German tax office was assigned to a partner tax office in West Germany that was responsible for the capacity-building measures. We exploit that this institutional setting generates variation in the capacity-building measures that is exogenous to the situation and needs of the East German tax office. For the first-time, we can thus estimate the causal effect of secondments on tax office performance. We measure tax office performance along two dimensions: productivity and quality of output. Our findings show that secondments increased productivity in the short run and had persistent positive effects on output quality.</i></p>	<p>Nadja Dwenger</p>