

JAIME ORTEGA

Curriculum Vitae – June 2018

Despacho 6.0.24
Universidad Carlos III de Madrid
Calle Madrid 126
28903 Getafe (Madrid)
SPAIN

Tel: +34 91 624-9612
Fax: +34 91 624-9607

e-mail: jaime.ortega@uc3m.es
URL: www.jaimeortega.net

Employment

2003-- Associate Professor of Management. Universidad Carlos III de Madrid (UC3M).
1998-2003 Assistant Professor of Management. UC3M.

Education

1998 PhD in Economics. Massachusetts Institute of Technology. (Advisors: Bengt Holmström, Daron Acemoglu and Susan Athey.)
1993 Lic. in Economics. Universidad Autónoma de Madrid.

Refereed publications

1. "Incentives, Capital Budgeting, and Organizational Structure." (with Adolfo de Motta) Journal of Economics and Management Strategy Vol. 22, No. 4 (Winter 2013): 810-831.
2. "Incentive Contracts and Time Use." (with Tor Eriksson) Electronic International Journal of Time Use Research Vol. 8 (November 2011): 1-29.
3. "Employee Discretion and the Labor-Market Environment." In: Eriksson, Tor (ed.), Advances in the Economic Analysis of Participatory and Labor-Managed Firms Vol. 11 (December 2010): 89-110. Bingley, UK: Emerald Group Publishing Limited.
4. "Employee Discretion and Performance Pay." The Accounting Review Vol. 84, No. 2 (March 2009): 589-612.
5. "Why do Employers give Discretion? Family versus Performance Concerns." Industrial Relations Vol. 48, No. 1 (January 2009): 1-26.
6. "The Adoption of Job Rotation: Testing the Theories." (with Tor Eriksson) Industrial and Labor Relations Review Vol. 59, No. 4 (July 2006): 653-666.
7. "Power in the Firm and Managerial Career Concerns." Journal of Economics and Management Strategy Vol. 12, No. 1 (Spring 2003): 1-29.

8. "An Exploration of the Factors that Influence Employee Participation in Europe." (with Elizabeth F. Cabrera and Ángel Cabrera) Journal of World Business Vol. 38, No. 1 (February 2003): 43-54.
9. "Job Rotation as a Learning Mechanism." Management Science Vol. 47, No. 10 (October 2001): 1361-1370.

Work in progress

"Up for Review: Unravelling the Link between Formal Evaluations and Performance-Based Rewards" (with Rocío Bonet and Tor Eriksson)

"Organizational Structure and Firms' Demand for HRM Practices" (with Tor Eriksson)

"Performance Feedback and Productivity: Evidence from a Field Experiment" (with Amrou Awaysheh and Rocío Bonet)

"Tournament Incentives in Promotions"

Edited volumes

International Perspectives on Participation. Advances in the Economic Analysis of Participatory & Labor-Managed Firms Vol. 15. Bingley, UK: Emerald Group Publishing Limited. 2014.

Teaching

Undergraduate courses: Business Administration, Economics of Organizations

Graduate courses: Economics for Business (MBA), Personnel Economics (PhD)

Presentations at conferences and workshops

- 10th Wharton People and Organizations Conference. Philadelphia, PA (USA), October 2017.
- 7th Madrid Work & Organizations Workshop. Madrid (Spain), May 2017.
- 4th Madrid Work & Organizations Workshop. Madrid (Spain), February 2014.
- AOM Annual Meeting. Orlando, FL (USA), August 2013.
- University of Aberdeen and SIRE Conference on New Research in Performance-Related Pay. Aberdeen (UK), June 2013.
- 3rd Wharton People and Organizations Conference. Philadelphia, PA (USA), October 2010.
- SOLE Annual Meeting. Chicago, IL (USA), May 2007.
- ASSA Annual Meetings. Chicago, IL (USA), January 2007.
- EIASM Workshop on Organizational Design. Brussels (Belgium), March 2005.

- Center for Corporate Performance Christmas Seminar. Aarhus (Denmark), December 2004.
- SOLE Annual Meeting. San Antonio, TX (USA), April-May 2004.
- CEPR Conference: "Organizational Behavior: Structure and Change." Toulouse (France), May 2003.
- CEPR Conference: "Incentives and Beyond: The Economics of Personnel and Organizations." Stockholm (Sweden), May 2002.
- IZA Workshop: "Organizational Change and its Implications for the Labor Market." Bonn (Germany), November 2000.
- EALE - SOLE First World Conference. Milan (Italy), June 2000.
- Personnel Economics Workshop. Centre for Labour Market and Social Research (CLS). Aarhus (Denmark), January 2000.

Administrative service

- 2011- Director. Master in Business Administration (MBA). UC3M.
- 2011-17 Academic Secretary. Department of Business Administration. UC3M.
- 2002-11 Assistant Director. MBA Program. UC3M.
- 2007-09 Director. Graduate Program in Business and Quantitative Methods. UC3M.
- 2006-07 Assistant Director. Department of Business Administration. UC3M.

Editorial service

- 2017- *Journal of Participation and Employee Ownership*. Member of the Editorial Advisory Board.
- 2010-12 *SERIEs* (Journal of the Spanish Economic Association). Member of the Editorial Board.
- 2005-09 *Investigaciones Económicas*. Member of the Editorial Board.

Referee for: *Academy of Management Review*; *Accounting Review*; *American Economic Review*; *Economic Journal*; *Economica*; *Industrial Relations*; *Industrial and Labor Relations Review*; *International Journal of Industrial Organization*; *Journal of Economics and Management Strategy*; *Journal of Institutional and Theoretical Economics*; *Journal of Labor Economics*; *Journal of Law, Economics, & Organization*; *Management Research*; *Management Science*; *RAND Journal of Economics*; *Review of Economic Design*.

Participation in research grants

- 2016-18 Spanish Ministry of Economics and Competitiveness (Grant ECO2015-69615-R) (PI).
- 2013-15 Spanish Ministry of Economics and Competitiveness (Grant ECO2012-33308) (PI).
- 2010-12 Spanish Ministry of Science and Innovation (Grant ECO2009-08278) (PI).
- 2008-11 Community of Madrid (Grant S2007/HUM-0413).
- 2007-09 Spanish Ministry of Education and Science (Grant SEJ2006-01731/ECON).
- 2007 UC3M y Community of Madrid (Grant CCG06-UC3M-HUM-0886).

2006 UC3M (Grant UC3M-ECO-05-042).
2004-06 Spanish Ministry of Science and Technology (Grant SEC2003-03797).
2003-05 BBVA Foundation (Grant 02213).
2001-03 Spanish Ministry of Science and Technology (Grant SEC2000-0395).
2001 Community of Madrid (Grant 06/0065/2000).

Consultancy experience

Human resource management

Languages

Spanish, English, French, and Portuguese (all fluent).