

JAIME ORTEGA
Curriculum Vitae – November 2023

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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 articles

1. "Performance Feedback and Productivity: Evidence from a Field Experiment" (with Amrou Awaysheh and Rocío Bonet). Production and Operations Management Vol. 32, No. 1 (January 2023): 98-115.
2. "Up for Review: Unravelling the Link Between Formal Evaluations and Performance-Based Rewards." (with Rocío Bonet and Tor Eriksson) Industrial Relations Vol. 58, No. 1 (January 2019): 108-137.
3. "Incentives, Capital Budgeting, and Organizational Structure." (with Adolfo de Motta) Journal of Economics and Management Strategy Vol. 22, No. 4 (Winter 2013): 810-831.
4. "Incentive Contracts and Time Use." (with Tor Eriksson) Electronic International Journal of Time Use Research Vol. 8 (November 2011): 1-29.

5. "Employee Discretion and Performance Pay." The Accounting Review Vol. 84, No. 2 (March 2009): 589-612.
6. "Why do Employers give Discretion? Family versus Performance Concerns." Industrial Relations Vol. 48, No. 1 (January 2009): 1-26.
7. "The Adoption of Job Rotation: Testing the Theories." (with Tor Eriksson) Industrial and Labor Relations Review Vol. 59, No. 4 (July 2006): 653-666.
8. "Power in the Firm and Managerial Career Concerns." Journal of Economics and Management Strategy Vol. 12, No. 1 (Spring 2003): 1-29.
9. "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.
10. "Job Rotation as a Learning Mechanism." Management Science Vol. 47, No. 10 (October 2001): 1361-1370.

Book chapters

11. "Employer and employee learning." In Eriksson, Tor (ed.), Elgar Encyclopedia of Labour Studies, pp. 36-38. London, UK: Edward Elgar Publishing. 2023
12. "Il paradosso della motivazione economica: ipotesi dell'evento." In Di Martino, Carmine (ed.), Introduzione alla realtà totale: saggi sul pensiero pedagogico e sociale di Luigi Giussani, pp. 199-216. Milan, Italy: Rizzoli. 2023.
13. "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.

Edited volumes

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

Work in progress

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

"Promotions Decisions under Formal Compensation Rules"

Teaching

Undergraduate courses: Introduction to Business Administration, Organizational Economics

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

Presentations at conferences and workshops

- Academy of Management (AOM) Annual Meeting. Boston, MA (USA), August 2023.
- 11th Madrid Work & Organizations Workshop. Madrid (Spain), May 2023.
- 11th Wharton People and Organizations Conference. Philadelphia, PA (USA), September 2018.
- 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.
- Academy of Management (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.
- Society of Labor Economists (SOLE) Annual Meeting. Chicago, IL (USA), May 2007.
- Allied Social Science Associations (ASSA) Annual Meetings. Chicago, IL (USA), January 2007.
- European Institute of Advanced Studies in Management (EIASM) Workshop on Organizational Design. Brussels (Belgium), March 2005.
- Center for Corporate Performance (CCP) Christmas Seminar. Aarhus (Denmark), December 2004.
- Society of Labor Economists (SOLE) Annual Meeting. San Antonio, TX (USA), April-May 2004.
- Centre for Economic Policy Research (CEPR) Conference: "Organizational Behavior: Structure and Change." Toulouse (France), May 2003.

- Centre for Economic Policy Research (CEPR) Conference: "Incentives and Beyond: The Economics of Personnel and Organizations." Stockholm (Sweden), May 2002.
- Institute for the Study of Labor (IZA) Workshop: "Organizational Change and its Implications for the Labor Market." Bonn (Germany), November 2000.
- European Association of Labour Economists (EALE) – Society of Labor Economists (SOLE) First World Conference. Milan (Italy), June 2000.
- Personnel Economics Workshop. Centre for Labour Market and Social Research (CLS). Aarhus (Denmark), January 2000.

Editorial and research service

- 2017- Member of the Editorial Advisory Board, *Journal of Participation and Employee Ownership*.
- 2011- Co-organizer of the *Madrid Work and Organizations Workshop*: research workshop jointly organized by IE Business School, IESE Business School and UC3M. The workshop takes place annually and rotates across the three institutions. Every workshop includes 2-3 guest speakers and presentations by local researchers.
- 2010-12 Member of the Editorial Board, *SERIEs* (Journal of the Spanish Economic Association).
- 2005-09 Member of the Editorial Board, *Investigaciones Económicas*.

Referee for: *Academy of Management Review*; *Accounting and Business Research*; *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*.

Research grants

- 2022-24 Spanish Ministry of Science and Innovation (Grant PID2021-126435NB-C21) (PI)
- 2019-21 Spanish Ministry of Science, Innovation and Universities (Grant PGC2018-098767-B-C21) (PI)
- 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).

Administrative service

- 2011- Director of MBA Program. UC3M.
 Successfully led the program through three AMBA reaccreditations and two national accreditations.
 Main responsibilities: budget planning and execution, faculty appointment, supervision and coordination, curriculum design and implementation, marketing strategy and implementation, supervision of two Assistant Directors and one administrative member of staff, collection and implementation of feedback provided by External Advisory Board and student representatives.
- 2011-17 Academic Secretary. Department of Business Administration. UC3M.
 Main responsibilities: producing the minutes of department meetings, keeping all departmental documentation up to date, participation in executive committee meetings in which the main departmental decisions are discussed.
- 2002-11 Assistant Director of MBA Program. UC3M.
 Main responsibilities: student admissions.
- 2007-09 Director of Master and Doctoral Programs in Business and Quantitative Methods. UC3M.
 In charge of the Master of Science (course work) and Doctoral degree (thesis work).
 Main responsibilities: student admissions and supervision, faculty appointment,

supervision and coordination, organization of specific courses with guest speakers from foreign universities (including grant applications to finance the courses).

2006-07 Assistant Director, Department of Business Administration. UC3M.
Main responsibilities: participation in executive committee meetings in which the main departmental decisions are discussed.

Languages

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