



NEWSLETTER 2024|9

CALENDAR

Economics and Sustainability Seminar

Pia Pinger (Universität zu Köln)

“How to Attract Talents? Field Experimental Evidence on Emphasizing Job Flexibility and Pay in Job Advertisements”

Mon, Apr 29

16:00 - 17:30

H 26



ABSTRACTS AND FURTHER INFORMATION

Economics and Sustainability Seminar

Pia Pinger (Universität zu Köln)

“How to Attract Talents? Field Experimental Evidence on Emphasizing Job Flexibility and Pay in Job Advertisements”

A high quality, diverse workforce is an important strategic resource for companies. One of the key instruments to attract talent are job advertisements. In this project, we study the extent to which job characteristics highlighted in job ads causally affect young professionals' beliefs about the firm and the gender and quality composition of the firm's applicant pool. We conduct a randomized controlled trial at one of the largest European tech firms, varying statements about job flexibility and wage growth of the advertised position. To understand how job ads causally shape beliefs and expectations, we complement our RCT with online surveys among 2,000 STEM students.

Info:

in person



CONFERENCES, PRESENTATIONS AND ANNOUNCEMENTS

PUBLICATIONS

The paper "Listening to the noise: On price efficiency with dynamic trading" by **Lutz Arnold and David Ruß** (formerly UR, now Bundesbank) has been published in International Review of Economics and Finance: <https://doi.org/10.1016/j.iref.2024.04.024>

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Editorial deadline for Newsletter No. 2024|10:

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