



Dimensions and Perspectives on Financial Participation

Friday, January 18, 2013

12:00-12:15pm	Workshop Welcome Wenzel Matiaske Prof. Dr. Klaus Beckmann <i>Vice-President of the Helmut-Schmidt-University</i>
12:15-13:15pm	Employee Financial Participation in Companies' Proceeds: A Study on EFP in EU 27 Jens Lowitzsch
13:15-14:15pm	The Productivity Effects of Multiple Incentives Andrew Pendleton
14:15-14:30pm	Coffee Break
14:30-15:30pm	Financial Employee Participation in Germany. Before, in and after the global crisis 2008/09? Lutz Bellmann & Iris Möller
15:30-16:30pm	How Financial Participation Should Not Be Regulated: The Case of Slovenia Valentina Franca
16:30-16:45pm	Coffee Break
16:45-17:45pm	Variable Pay, Industrial Relations and Foreign Ownership Uwe Jirjhan
17:45-18:45pm	Decentralised bargaining and performance-related pay: Evidence from a panel of Italian firms Mirella Damiani
20:00-open	Dinner tba

Saturday, January 19, 2013

09:30-10:30am	The Relationship between Financial Participation and Other Forms of Employee Participation Erik Poutsma
10:30-11:30am	The End of an Employee-Ownership Scheme - Lessons from a German Case Olaf Kranz & Thomas Steger
11:30-12:30pm	Fragmenting Financialisation - Profit Sharing in the German Metalworking Industry Thomas Haipeter & Christine Slomka
12:30-13:30pm	Lunch Break
13:30-14:30pm	Legal Grounds, Deficits and Perspectives of Employee Capital Participation in Germany Herwig Roggemann
14:30-15:30pm	Employee Share Ownership in Small and Medium-Sozed Enterprises. The Perspective of the Employees Thomas Steger, Christoph Schubert, Madeleine Dietrich & Christina Beisiegel
15:30-15:45pm	Coffee Break
15:45-16:45pm	Mechanisms of the Emergence of Psychological Ownership Aleksandra Bławat
16:45-17:45pm	On the development of psychological ownership towards the organization: An exploratory study on antecedents and the process with special consideration on employees' financial participation Erko Martins
17:45-18:45pm	Efficiency in Employee-Owned Enterprises: An Econometric Case Study of Mondragon Saioa Arando
18:45-19:00pm	Workshop Remarks

Workshop Venue:
Helmut-Schmidt-Universität/Universität Bundeswehr Hamburg
Holstenhoweg 85
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Room 301/303

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