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CONTACT INFORMATION Seminar for Personnel Economics, University of Cologne  
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RESEARCH INTERESTS Organizational Economics, Human Resource Management,  
Management Accounting

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EDUCATION **PhD Candidate in Personnel Economics (2025)**  
University of Cologne

**Master Thesis in Neuroeconomics (2020)**  
Center for Economics and Neuroscience, University of Bonn  
*Best Paper Award NeuroPsychoEconomics Conference 2020*

**M.Sc. in Personnel Psychology (2020)**  
Bonn-Rhein-Sieg University of Applied Sciences

**B.Sc. in Personnel Psychology (2017)**  
Bonn-Rhein-Sieg University of Applied Sciences

**Human Resource Management (2016)**  
Coastal Carolina University, USA (Study Abroad)

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CURRENT PROJECTS **Managing Skills in Organizations – Evidence from a Field Experiment**  
with Sliwka, D. (*Prepared for Submission*)

**Shaping Habits in Organizations – A Field Experiment**  
with Opitz, S. & Sliwka, D. (*Prepared for Submission*)

**Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact for Employee Training**  
with Sliwka, D. & Burmeister, A. (*Manuscript in Preparation*)

**How Should Managers Respond to Mistakes? – Evidence from Electrical Firms**  
single-authored (*Analysis Stage*)

**How do Internships Shape Job Preferences? Evidence From German Law Clerks**  
with Heinz, M., Schumacher, H., & Rottmann, J. (*Data collection on-going*)

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CONFERENCES & SEMINARS **Conference Presentations**  
European Network for Experimental Accounting Research Conference (2024),  
Venice Summer Institute on Reskilling in Firms (2024), Academy of Management  
Conference (2024), Advances in Field Experiments (2023), Field Days: Experiments  
Outside the Laboratory (2023), NeuroPsychoEconomics (2020)

**Seminar Presentations**  
Institute for Accounting and Control, LMU (2024), Department of Public Finance,  
Uni Innsbruck (2024), Behavioral Management Science Seminar, Uni Cologne  
(2023), C-SEB Early Ideas Seminar, Uni Cologne (2021), Social Neuroscience  
Seminar, Uni Bonn (2020)

GRANTS & AWARDS	<p>DAAD Travel Scholarship (2,015€)  ECONtribute Research Grant (250,000€)  C-SEB Junior Start-Up Grant (5,200€)  Selten-Seeding Grant (2,100€)  PhD scholarship funded by Cologne Graduate School  DAAD Promos Scholarship</p>
TEACHING & SUPERVISION	<p><b>Teaching Experience</b>  Business Projects in Corporate Development (Summer Term 2024)  Business Projects in Corporate Development (Summer Term 2023)  Strategic Human Resource Management (Winter Term 2022)  Master Seminar in Personnel Economics (Summer Term 2022)  Bachelor Seminar Corporate Development (Winter Term 2021)  Bachelor Seminar Corporate Development (Summer Term 2021)</p> <p><b>Thesis supervision</b>  12x Bachelor Theses, 7x Master Thesis</p>
FURTHER PUBLICATIONS	<p>Grabe, L., &amp; Sliwka, D. (2024). Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact. In <i>Academy of Management Proceedings</i> (Vol. 2024, No. 1, p. 17315). Valhalla, NY 10595: Academy of Management.</p> <p>Schiller, F., Bey, K., Grabe, L., &amp; Schmitz, F. (2021). Stockpile purchasing in the emerging COVID-19 pandemic is related to obsessive-compulsiveness. <i>Journal of Affective Disorders Reports</i>, 4, 100116.</p> <p>Grabe, L., Syrek, C., Weber, B., &amp; Schultz, J. (2020). Perceiving Artificial Intelligence–The Influence of Anthropomorphism on Altruistic Punishment and Trust in Economic Games. <i>Proceedings of the 16<sup>th</sup> NeuroPsychoEconomics Conference</i>. Conference Paper</p>
PROFESSIONAL SERVICE	<p><b>Refereeing</b>  Frontiers in Behavioral Economics, Academy of Management Conference</p> <p><b>Committee Work</b>  Speaker of the PhD Cohort, PhD Representative at the Examination Board,  First-Gen Student Mentor</p>