2nd Asian Conference on Organizational Economics

March 12 – 14, 2026

University of Hong Kong

Preliminary Program

Thursday – March 12

9:30 - 10:00: Welcome and Coffee

10:00 – 11:30: Incentives, Recognition, and Performance Evaluation

Silvia Castro (INSEAD)

"Making Help Visible: Experimental Evidence from a Recognition Program in the Workplace"

Mateusz Stalinski (Warwick University)

"Incentivizing Engagement: Experimental Evidence on Journalist Performance Pay"

Holger Herz (Fribourg University)

"Subjective performance evaluation in tournaments with asymmetric contestants: Experimental Evidence"

11:30 – 12:00: Coffee Break

12:00 – 13:00: AI Assisted Decision Authority and Hierarchy

Saeid Kazemi (Bocconi University)

"Scientific Decision-Making and Managerial Hierarchy: A Comparative Analysis of ML Benchmarks and LLM Priors and Posteriors"

Kimiyuki Morita (Senshu University)

"The Allocation of Decision Authority in Three-Stage Decision Processes with Applications to Artificial Intelligence in Organizations"

13:00 – 14:30: Lunch

14:30 – 16:00: Information, Feedback, and Strategic Communication

Jinju Rhee (LMU Munich)

"How Information Shapes Price Competition"

Yiqing Xing (Peking University)

"Communication with Discretion"

Tobias Kretschmer (Imperial College London)

"Anonymity and Peer-Feedback in Crowdsourcing: Evidence from a Field Experiment"

16:00 – 16:30: Coffee Break

16:30 – 18:00: AI and the Reconfiguration of Work and Skills

Xienan Cheng (Peking University)

"Artificial Intelligence in Team Dynamics: Who Gets Replaced and Why?"

Zsofia Barany (Central European University)

"Broken Ladders: AI, Teamwork, and the Dynamics of Skill Formation in the Workplace"

Florian Englmaier (LMU Munich)

"Labour demand effects of AI attributes"

18:00: Conference Dinner (Ming Pavilion, Senior Common Room)

Friday – March 13

9:30 – 11:00: Signals, Screening, and Trust in the Age of Generative AI

Jesse Silbert (Princeton University)

"Making Talk Cheap: Generative AI and Labor Market Signaling"

Justin Ye (Yale University)

"Signaling in the Age of AI: Evidence from Cover Letters"

Bentley MacLeod (Columbia University/Yale University)

"The Economics of Professional Decision-Making: Can artificial intelligence reduce decision uncertainty?"

11:00 – 11:30: Coffee Break

11:30 – 13:00: Generative AI, Learning, and the Returns to Expertise

Sijie Lin (University of Toronto)

"Learning to Prompt: Human Adaptation in Production with Generative AI"

Ruru Hoong (Harvard University)

"Calibrated Coarsening: Designing Information for AI-Assisted Decisions"

Guy Lichtinger (Harvard University)

"Generative AI, Expertise, and Inequality: A Race Between Productivity and Scarcity"

13:00 – 14:30: Lunch

14:30 – 15:30: Compression Effects and Incentive Design in the Age of GenAI

Jie Gong (University of Hong Kong, HKU Centre for AI, Management and Organization)

"Better Technology, Worse Motivation: GenAI's Mediocrity Trap"

Matthias Fahn (University of Hong Kong, HKU Centre for AI, Management and Organization)

"Toward a Bad Job Economy: AI Adoption, Agency Costs, and Job Design"

15:30 – 16:00: Coffee Break

16:00 – 17:00: Keynote Lecture

Christopher Stanton (Harvard Business School)

"Careers in the Age of AI"

17:00 - 17:30: AI in Strategy, Management, and Organization. A Research Agenda

Jin Li (University of Hong Kong, HKU Centre for AI, Management and Organization)

17:30: Industry Panel

Saturday – March 14

9:30 – 11:00: Relational Contracting, Outsourcing, and the Boundaries of the Firm

Michael Wong (University of Hong Kong)

"The Emergence of Managers in Relational Contracting Markets"

Jordi Blanes i Vidal (London School of Economics)

"The Productivity of Contractors: Evidence from the Emergency Department"

Giorgio Zanarone (University of Lausanne)

"What Does Governance Do? Evidence From Airlines"

11:00 – 11:30: Coffee Break

11:30 – 13:00: Careers, Retention, and Management Practices

Rosa Ferrer (Universitat Pompeu Fabra)

"Adversarial Career Concerns: Theory and Evidence on Lawyers' Career Trajectories"

Yucheng Qiu (Peking University)

"Replacement and Retention as Incentives"

Ricard Gil (IESE Business School)

"Management practices and firm performance during the Great Recession"

13:00: Lunch & End of Conference