

Curriculum Vitae (March 2024)

Hideo Owan

Professor
Faculty of Political Science and Economics
Waseda University

Director
Institute for Empirical Research in Organizational Economics (EOE)
Comprehensive Research Organization
Waseda University

1-6-1 Nishiwaseda, Shinjuku-ku
Tokyo 169-8050 JAPAN
+81-3-5286-1265 (Office)
Email: owan@waseda.jp

APPOINTMENT

Director, Institute of Empirical Research on Organizational Economics, Waseda University, April 2019 to present

Professor, Faculty of Political Science and Economics, Waseda University, April 2018 to present

Faculty Fellow, Research Institute of Economy, Trade and Industry, April 2013 to present

Professor, Institute of Social Science, The University of Tokyo, April 2010 -March 2019

Adjunct Research Fellow, Tokyo Stock Exchange, August 2015 to July 2016

Adjunct Professor, Graduate School of Business and Finance, Waseda University, April 2014-September 2014

Visiting Scholar, Graduate School of Business, Stanford University, March 2011-March 2012

Adjunct Research Fellow, National Institute of Science and Technology Policy, Ministry of Education, Culture, Sports, Science and Technology,

April 2010 to March 2013

Associate Professor, Institute of Social Science, The University of Tokyo,
September 2009 to March 2010.

Adjunct Professor, Graduate School of International Management, Aoyama Gakuin
University,
September 2009 to March 2011.

Adjunct Research Fellow, Institute of Innovation Research, Hitotsubashi University,
May 2008 to March 2011

Visiting Professor, Institute of Economic Research, Hitotsubashi University,
April 2007 to March 2008.

Professor, Graduate School of International Management, Aoyama Gakuin University
April 2006 to August 2009.

Assistant Professor of Organization and Strategy, John M. Olin School of Business
Washington University in St. Louis, 1999 to 2006.

NON-ACADEMIC POSITIONS

Advisor, UTokyo Economic Consulting Inc., 2020 to present

Director, People Analytics and HR Technology Association, 2018 to present.

Chairman, Study Committee on Labor Market Transparency through Workplace
Information Disclosure, Commissioned by Mitsubishi Research Institute Inc., Ministry of
Health, Labour and Welfare, May 2023 to March 2024.

Economist, Assistant Vice President, Nomura Research Institute America, Inc. (New
York), 1991-1993

Research Associate, Nomura Research Institute (Tokyo), 1986-1991

EDUCATION

Graduate School of Business, Stanford University

Ph.D. Economic Analysis and Policy, 1999.

Dissertation: "Internal Organization, Bargaining and Human Capital."

Thesis Committee: Edward P. Lazear; D. John Roberts; Masahiko Aoki.

Graduate School of Arts and Sciences, Columbia University

M.A. Economics 1995,

Faculty of Natural Science, University of Tokyo
B.S. Mathematics 1986,

PUBLICATIONS

REFEREED JOURNALS

1. “Has Japan’s Work Style Reform Had the Intended Effect?”, with Kohei Takahashi, Naomi Kodama, Kentaro Arita, Haruka Kazama, Saisuke Sakai, Masaya Takeuchi, *Applied Economics*, forthcoming.
2. “Incentives from Career Concerns in a Contract Package: An Empirical Investigation”, with Bicheng Yang, Tat Chen, and Tsuyoshi Tsuru, *Management Science*, forthcoming.
3. “The impact of a mobile app-based corporate sleep health improvement program on productivity: Validation through a randomized controlled trial”, with Yuji Kawata and Sachiko Kuroda, *PLOS ONE* 18(11), October 2023.
4. “Peer effects on job satisfaction from exposure to elderly workers”, with Yuji Kawata, *Journal of the Japanese and International Economies*, Volume 63, March 2022.
5. “Working from home and productivity under the COVID-19 pandemic: using survey data of four manufacturing firms” with Ritsu Kitagawa, Sachiko Kuroda, and Hiroko Okudaira, *PLOS ONE*, December 2021.
6. “How Do Inventors Respond to Financial Incentives? Evidence from Unanticipated Court Decisions on Employee Inventions in Japan”, with Koichiro Onishi, and Sadao Nagaoka, *Journal of Law and Economics*, Volume 64, Number 2, May 2021
7. "The Role of Design Method and Process Technology in Stable Outsourcing Equilibria" with Jin-Hyuk Kim and Takehiko Komatsu, *International Journal of Industrial Organization*, Volume 69, March 2020
8. “Mental Health Effects of Long Work Hours, Night and Weekend Work, and Short Rest Periods" with Kaori Sato and Sachiko Kuroda, *Social Science & Medicine* Volume 246, February 2020
9. “Gender Differences in Career” with Kaori Sato and Yuki Hashimoto, *Journal of the Japanese and International Economies*, Volume 53, September 2019
10. “Multitasking Incentives and the Informativeness of Subjective Performance Evaluation” with Shingo Takahashi, Tsuyoshi Tsuru, and Katsuhito Uehara, *Industrial and Labor Relations Review*, December 2019, <https://doi.org/10.1177/0019793919891980>

11. 「ソフトウェア開発における早期すり合わせの効果と働き方改革への示唆」 大湾秀雄、水上祐治、一橋大学経済研究所 『経済研究』, 69 巻 1-17 頁, 2018
12. “Incentives and Gaming in a Nonlinear Compensation Scheme: Evidence from North American Auto Dealership Transaction Data” with Tsuyoshi Tsuru and Katsuhito Uehara, *Evidence-based HRM: a global forum for empirical scholarship*, 2015. 3(3): 222-243.
13. “The Impact of Group Diversity on Class Performance—Evidence from College Classrooms” with Zeynep Hansen, and Jie Pan, *Education Economics* 23(2): 238-258, 2015.
14. “Front-Loading Development and Market Defect Density Reduction by Concurrent Software Development Method in In-vehicle Embedded Software Development Projects,” with Yuji Mizukami and Masayuki Ida, *Journal of Japan Society of Directories*, Vol. 12, 2014: 22-31.
15. The Impact of Group Contract and Governance Structure on Performance—Evidence from College Classrooms” with Zeynep Hansen, Jie Pan, and Shinya Sugawara, *Journal of Law, Economics, and Organization*.30(3): 463-492. 2014.
16. “How Important Are Managers? An Econometric Case Study using Personnel and Transaction Records from a Large Auto Dealership” with Katsuhito Uehara, Shingo Takahashi, Tsuyoshi Tsuru, *Keizai Kenkyu (The Economic Review)* 63(3), 2013: 204-217.
17. “Authority, Conformity, and Organizational Learning” with Nobuyuki Hanaki *Administrative Sciences*, 3(3) 2013:32-52.
18. “Seller-Buyer Ethnic Matches : The Case of Car Transactions at Two North American Auto Dealerships”, with Tsuyoshi Tsuru and Katsuhito Uehara, *Hitotsubashi Journal of Economics*, Vol.53, No.2, 2012.
19. "Diversity and Productivity in Production Teams" _with B. Hamilton, J. Nickerson, *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 13, 2012: 99-138.
20. "Market Characteristics, Intra-Firm Coordination, and the Choice of Human Resource Management Systems: Theory and Evidence," with Takao Kato ,*Journal of Economic Behavior and Organization*, December 2011.
21. “Biases in Subjective Performance Evaluation Theory and Evidence Using Personnel and Transaction Records and Employee Satisfaction Survey Results from a Large Auto Dealership” with Shingo Takahashi, Tsuyoshi Tsuru and Katsuhito Uehara, *Keizai Kenkyu (The Economic Review)* 62(4), 2011, pp.289-300.

22. "Specialization, Multiskilling and Allocation of Decision Rights," *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 12, 2011.
23. "Effects of Non-Linear Compensation Scheme and Salesperson-Customer Ethnicity Match," with Tsuyoshi Tsuru and Katsuhito Uehara, *Keizai Kenkyu* (The Economic Review) 60(1), January, 2009.
24. "Strategic Management of R&D Pipelines with Cospecialized Investments and Technology Markets," with Tat Chan and Jack A. Nickerson *Management Science*, Vol. 53, No. 4, April 2007, pp. 667-682.
25. "Promotion, Turnover, Earnings and Firm-Sponsored Training," *Journal of Labor Economics*, Vol. 22, No. 4 (October 2004): 955-978.
26. "Are Supply and Plant Inspections Complements or Substitutes? A Strategic and Operational Assessment of Inspection Practices in Biotechnology," with Kyle Mayer and Jack A. Nickerson, *Management Science*, Vol. 50, No. 8 (August 2004): 1064-81.
27. "Team Incentives and Worker Heterogeneity: An Empirical Analysis of the Impact of Teams on Productivity and Participation," with Barton H. Hamilton and Jack A. Nickerson, *Journal of Political Economy*, v111, n3, 465-497, June 2003.

WORKING PAPERS

1. "People Management Skills, Senior Leadership Skills and the Peter Principle" with Yoko Asuyama, RIETI Discussion Paper 24-E-037, 2024.
2. "The Management of Knowledge Work" with Wouter Dessein, Desmond (Ho-Fu) Lo, Ruo Shanguan RIETI Discussion Paper 24-E-044, 2024.
3. "Personality traits and occupation as moderators of the effect of working hours on mental health", with Kaori Sato and Sachiko Kuroda, RIETI Discussion Paper 24-E-048, 2024.
4. "Middle Managers and Employee Health", with Hiroko Okudaira, Ritsu Kitagawa, Toshiaki Aizawa, Sachiko Kuroda RIETI Discussion Paper 24-E-053, 2024.
5. "Personality Traits, Career Progression and Gender Difference" with Liya Wang and Yingchao Zhang, January 2024.
6. "Productivity and Labor Allocation within Teams of Knowledge Workers" with Ruo Shanguan, Jed DeVaro, working paper, June 2023.
7. "Information Advantage or Bias Related to Social Ties: Evidence from a peer review system for national research grants," with Onishi Koichiro, RIETI Discussion papers 22-E-096, September 2022.

8. 「睡眠改善アプリを用いた健康経営施策が生産性に与えた影響：RCTに基づく検証」, 川太悠史, 黒田祥子と共著、RIETI Discussion Paper Series 21-J-040, 2021年8月
9. 「禁煙プログラムの生産性への短期的影響」, 高橋孝平, 中室牧子と共著、RIETI Discussion Paper Series 21-J-032, July 2021
10. “Enhancing Team Productivity through Shorter Working Hours: Evidence from the Great Recession”, with Ruo Shangguan, Jed DeVaro, RIETI Discussion Paper 21-E-040, May 2021
11. 「働き方改革の広がりの実効性」高橋孝平, 有田賢太郎, 風間春香, 児玉直美, 酒井才介, 竹内誠也と共著、RIETI Discussion Paper 21-J-021, April 2021
12. “Peer Effects on Job Satisfaction from Exposure to Elderly Workers”, with Yuji Kawata, RIETI Discussion Paper 20-E-084, November 2020
13. 「働き方・休み方と労働者のメンタルヘルス：一日本企業の勤怠データを用いた検証」, with 佐藤香織, 黒田祥子, RIETI Discussion Paper 20-P-019, July 2020
14. “Heterogenous Impacts of National Research Grants on Academic Productivity” with Koichiro Onishi, RIETI Discussion Paper 20-E-052, May 2020.
15. “Gender Differences in Career” with Kaori Sato and Yuki Hashimoto, *RIETI Discussion Paper*, 17-E-051, 1-30, 2017
16. 「働き方改革と女性活躍支援における課題—人事経済学の視点から」*RIETI Policy Discussion Paper*, 17-P-006, 1-39, 2017
17. “Working Hours, Promotion and the Gender Gaps in the Workplace” with Takao Kato, and Hiromasa Ogawa, *IZA Discussion Paper December 2016*.
18. 「従業員持株会が生産性、賃金、および企業業績に与える影響」加藤隆夫、宮島英昭、と共著、JPX ワーキングペーパー, 巻 12, 1-36, 2016
19. “How do Inventors Respond to Financial Incentives? - Evidence from the Regression Discontinuity Design Approach” with Koichiro Onishi and Sadao Nagaoka, October 2016.
20. “Does Employee Stock Ownership Work? Evidence from publicly-traded firms in Japan” with Takao Kato and Hideaki Miyajima, *RIETI Discussion Paper 16-E-073*, June 2016.
21. “Biases in Subjective Performance Evaluation” with Daiji Kawaguchi and Kazuteru Takahashi. *RIETI Discussion Paper 16-E-059*, March 2016.

22. "Monetary Incentives for Corporate Inventors: Intrinsic Motivation, Project Selection and Inventive Performance" with Koichiro Onishi and Sadao Nagaoka. *RIETI Discussion Paper 15-E-071*, June 2015.
23. "Multi-tasking Incentives and Biases in Subjective Performance Evaluation," with Shingo Takahashi, Tsuyoshi Tsuru, and Katsuhito Uehara, February, 2015.
24. "Finding Good Managers: An econometric case study of a large Japanese Auto Dealership," with Shingo Takahashi, Tsuyoshi Tsuru, and Katsuhito Uehara, June 2014
25. "Author ordering in scientific research: evidence from the U.S. and Japan", with Sadao Nagaoka, April 2014.
26. "Dynamics of the Gender Gap in the Workplace: An Econometric Case Study of a Large Japanese Firm," with Takao Kato and Daiji Kawaguchi, Discussion Paper 13-E-038, May 2013.
27. "Cohort Size Effects on Promotion and Pay: Evidence from Personnel Data," with Shota Araki, Takao Kato, Daiji Kawaguchi, RIETI Discussion Paper 13-E-029, April 2013.
28. "Intrinsic and Extrinsic Motivations of Inventors," with Sadao Nagaoka, RIETI Discussion Paper 11-E-022, March 2012.
29. "Exploring the sources of firm level scale economies in R&D: Appropriation advantage, internal knowledge stock, and external knowledge inflows," with Sadao Nagaoka, RIETI Discussion Paper 11-E-038, April 2011.
30. "Integrating High-Powered Performance Pay into a Seniority Wage System," with Tshuyoshi Tsuru, July 2011.
31. "Incentive Pay or Windfalls: Remuneration for Employee Inventions in Japan," with Koichiro Onishi, RIETI Discussion Paper 10-E-049, October 2010.
32. "From Sequential to Integrated R&D Process: Estimating the Impact of a Process Change in Automotive ECU Development on Flexibility and Product Quality", with Yuji Mizukami, Computers and Industrial Engineering IEEE - The 40th International Conference on Computers and Industrial Engineering Proceeding
33. "Transaction Costs and Technical Resources: Product-level Determinants of Vertical Integration in the Semiconductor Industry", with Komatsu Takehiko, May 2010.

NONREFEREED JOURNALS

1. "Human Capital Theory and the Mechanism of Firm Productivity Determination-What we have learned from economics studies" (人的資本理論と企業の生産性決定メカニズム—経済学研究から分かったこと), *Soshiki Kagaku*, 57(1), 2023: 28-38.

2. “The Role of Middle Managers and Performance Evaluations”, *Social Science Japan Newsletter*, Number 54, March 2016.
3. “How Should Teams Be Formed and Managed?” *IZA World of Labor*.
<http://wol.iza.org/articles/how-should-teams-be-formed-and-managed>
4. 「評価制度の経済学-設計上の問題を理解する」日本労働研究雑誌、2011年12月号 (No.617)
5. “Personnel Economics (in Japanese)” *Keiei Koudo Kagaku Handbook* (Handbook of Administrative Science), October 2011.
6. "Incentive Pay or Windfalls? A Change in Invent Remuneration Policies among Japanese Firms" *Social Science Japan* 43, September 2010.
7. “Why do we have retirement allowance or bonus? (in Japanese)?” *Nihon Roudo Kenkyu Zasshi* (Japan Labor Research Review), April 2009.
8. “Pitfalls for HR managers – Implications from Business School Cases (in Japanese)” *Rosei Jihou*, No. 3742, January 2009.
9. “Motivating R&D staff—Implications from the RIETI Inventor Survey (in Japanese)” *Kenkyu Kaihatsu Leader*, May 2008.
10. “Organizational and Personnel Economics for MBAs (in Japanese),” serial article in eleven issues of *Keizai Seminar*, April 2008-February 2009.
11. “Organizations that support innovations (in Japanese)” *Aoyama Management Review*, No. 10, October 2006, pp. 43-53.

BOOKS

1. 「日本の人事を科学する—因果推論に基づくデータ活用」 (大湾 秀雄) 日本経済新聞出版社、2017年6月
2. 「従業員持株会は機能するか」 (加藤隆夫、宮島英昭と共著)、『企業統治と成長戦略』第3章、2017年3月
3. 「中間管理職の役割と人事評価システム」、『企業統治の法と経済』第2章、2015年3月
4. 「製品市場と職場組織-理論と実証」、『企業の経済学』第12章、有斐閣、2014年12月
5. 「組織や人事制度を設計する」、『身近な疑問が解ける経済学』第10章、日本経済新聞出版社、2014年9月

CONFERENCE PRESENTATIONS

People Management Skills, Senior Leadership Skills and the Peter Principle, The 26th Colloquium on Personnel Economics, University of Zurich, February 2024.

People Management Skills, Senior Leadership Skills and the Peter Principle, The Asian & Australasian Society of Labour Economics 2023 Conference, National Taiwan University, December 2023.

People Management Skills, Senior Leadership Skills and the Peter Principle, The Organizational Economics Conference 2023, University of Sydney, December 2023.

People Management Skills, Senior Leadership Skills and the Peter Principle, & Panel Discussion "Research with and within Firms" The Society of Institutional and Organizational Economics Conference 2023, Goethe University Frankfurt, August 2023.

Information Advantage or Bias Related to Social Ties: Evidence from a peer review system for national research grants, The 25th Colloquium on Personnel Economics, University of Amsterdam, March 2023.

Information Advantage or Bias Related to Social Ties: Evidence from a peer review system for national research grants, The Asian & Australasian Society of Labour Economics 2022 Conference, The University of Tokyo, December 2022.

How Good Managers Steer Their Projects: Using Value-Added Measures of Manager Quality, The 22nd Colloquium on Personnel Economics, Germany (March,2019)

"How Good Managers Steer Their Projects: Using Value-Added Measures of Manager Quality", The 12th Annual Organizational Economics Workshop, Australia (November 2018)

"How Informative Is Three Hundred Sixty Degree Evaluation?" ,2018 Colloquium on Personnel Economics, Munich, Germany (February 2018).

"Working Hours, Promotion and the Gender Gaps in the Workplace", The Asian and Australasian Society of Labour Economics (AASLE) Inaugural Conference, Australian National University, Canberra, Australia (December,2017)

「拡大する人事データを用いた実証分析—企業内男女格差の多面的評価」
日本経済学会秋季大会, 青山学院大学 (September 2017)

"Does Employee Stock Ownership Work? Evidence from publicly-traded firms in Japan"
IEA World Congress, International Economic Association, Mexico City, Mexico (June, 2017)

“Does Employee Stock Ownership Work? Evidence from publicly-traded firms in Japan”
INCAS Annual Conference, Oxford University, Oxford, UK (May, 2017)

“Biases in Subjective Performance Evaluation”, The 20th Colloquium on Personnel Economics in Zurich, Switzerland (February 2017).

“Working Style Reforms and Empowerment of Women” as a panelist in the symposium at the 2016 fall meeting of the Japanese Economic Association, Waseda University, Tokyo (September 2016)

“Monetary Incentives for Corporate Inventors: Intrinsic Motivation, Project Selection and Inventive Performance”, Policy Modelling Conference 2016, Kagawa University, Kagawa, (September 2016)

“Does Employee Stock Ownership Work? Evidence from publicly-traded firms in Japan”, The 2016 Spring meeting of the Japanese Economic Association, University of Nagoya, Aichi (June 2016)

“Does Employee Stock Ownership Work? Evidence from publicly-traded firms in Japan”, The 2016 annual meetings of Society of Labor Economists in Seattle, US (May 2016).

“Monetary Incentives for Corporate Inventors: Intrinsic Motivation, Project Selection and Inventive Performance”, The Ninth Trans-Pacific Labor Seminar, University of California, Santa Barbara, US, (March 2016)

“The Effects of Employee Stock Ownership on Productivity, Profitability, Wages, and Tobin’s Q: Evidence from Publicly-Traded Firms in Japan”, Kansai Labor Workshop, Osaka University (February 2016)

“Working Hours, Promotion and the Gender Gaps in the Workplace”, Masahiko Aoki Memorial Academic Conference, University of Tokyo (February 2016)

“The Effects of Employee Stock Ownership on Productivity, Profitability, Wages, and Tobin’s Q: Evidence from Publicly-Traded Firms in Japan”, The Core-to-Core Workshop, Kyushu University (November 2015)

“Working Hours, Promotion and the Gender Gaps in the Workplace”, Contract Theory Workshop, Kansai Gakuin University (October 2015)

“Monetary Incentives for Corporate Inventors”, The 2015 Fall meeting of the Japanese Economic Association, Sophia University, Tokyo (October 2015)

“Biases in Subjective Performance Evaluation”, The 2015 annual meetings of Society of Labor Economists in Montreal, Canada (June 2015).

“Monetary Incentives for Corporate Inventors”, *France - Japan Joint Forum "Innovation and the challenges of the world in transition"*, University of Strasbourg, France, (June 2015).

“Working Hours, Promotion and the Gender Gaps in the Workplace”, CEPR-NIESR-RIETI Workshop, London, UK (January 2015)

“How to Analyze Managerial Problems using Personnel Data”, The Japanese Association of Administrative Science annual meeting, Hitotsubashi University (November 2014)

“Finding Good Managers: An econometric case study of a large Japanese Auto Dealership,” International Conference: Global Aspects of Personnel Economics, Aarhus University (August 2014)

“Working Hours, Promotion and the Gender Gaps in the Workplace”, The Seventh Trans-Pacific Labor Seminar, University of New South Wales, Australia, (August 2014)

Comment on “Determinants of International Research Collaboration: Evidence from International Co-inventions in Asia and Major OECD Countries”, Nineteenth AEPR Conference (April 2014)

Organized the International Workshop on Personnel Economics, sponsored by the Institute of Social Science, the University of Tokyo, and the Research Institute of Economy, Trade, and Industry. Presented “Biases in Subjective Evaluation” (July 2013)

Organized the International Symposium “The Science of Japanese Personnel Management - Rethinking employment systems in the era of globalization” sponsored by the Institute of Social Science, the University of Tokyo, and the Research Institute of Economy, Trade, and Industry. Presented “Lessons from the Personnel Data Depository Project” (July 2013)

"Differentiation, Interface Technology, and the Economies of Scope as the Determinants of Product Outsourcing" Research Workshop on Innovation Process at Hitotsubashi University (March 2013)

“Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm,” The Sixth Trans-Pacific Labor Seminar, University of Hawaii, US, (December 2012)

"Differentiation, Interface Technology, and the Economies of Scope as the Determinants of Product Outsourcing" Contract Theory Workshop in University of Kyoto (October 2012)

“Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm,” OEIO conference in the University of Tokyo (August 2012)

“Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm,” Spring Meetings of the Japanese Economic Association, Hokkaido University, (June 2012)

“Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm,” Market and Government International Conference in Jeju, Korea (June 2012).

“The Impact of Group Contract and Governance Structure on Performance—Evidence from College Classrooms” The 2012 annual meetings of Society of Labor Economists in Vancouver, Canada (May 2012).

“Integrating High-Powered Performance Pay into a Seniority Wage System,” The 2011 annual meetings of Society of Labor Economists in Chicago, US (May 2011).

“Exploring the sources of firm level scale economies in R&D: Complementary assets, internal and external knowledge inflows, and inventor team size” Stanford Project on Japanese Entrepreneurship (STAJE) Conference *Entrepreneurship and Japan's Transformation* (April 2011)

“Integrating High-Powered Performance Pay into a Seniority Wage System,” “Intrinsic and Extrinsic Motivation for Inventors,” The 10th Comparative Analysis of Enterprise Data & COST Conference, Imperial College London, UK (September 2010).

“Intrinsic and Extrinsic Motivation for Inventors,” The International Conference on Science for Innovation, National Institute of Science and Technology Policy, Ministry of Education, Culture, Sports, Science and Technology (March 2010)

“Incentives and Gaming in a Nonlinear Compensation Scheme: Evidence from North American Auto Dealership Transaction Data,” the Fall Meetings of the Japanese Economic Association, Senshu University, (October 2009)

“Complexity, Uncertainty and Organizational Congruency,” Contract Theory Workshop, Kansai Gakuin University, (June 2009)

“Complexity, Uncertainty and Organizational Congruency,” Annual Research Meetings of the Academic Association for Organizational Science, Tohoku University (June 2009)

“Incentives and Gaming in a Nonlinear Compensation Scheme,” Second Trans Pacific Labor Seminar, Tokyo (March 2009)

Invited as a discussant to the International Workshop “Corporate Governance and Labor Relations”. Waseda University (February 2009)

Invited as a discussant to a Labor and Employment Relations Associations session at the Allied Social Science Associations meetings, San Francisco (January 2009)

“Complexity, Uncertainty and Organizational Congruency,” Applied Microeconomic Workshop, Tohoku University, (December 2008)

“Intrinsic and Extrinsic Motivation for Inventors,” Applied Econometrics Association, 9th Scientific Conference on Patent and Innovation (December 2008)

“Incentive Pay or Windfalls: Remuneration for Employee Inventions in Japan,” RIETI Workshop on Economic Insights into Patent System Design, RIETI (December 2008)

“Effects of Non-Linear Compensation Scheme and Salesperson-Customer Ethnicity Match,” Contract Theory Workshop, Kansai Gakuin University (October 2008)

Invited as a discussant to the Fall Meetings of the Japanese Economic Association, Kinki University, (September 2008)

“Intrinsic and Extrinsic Motivation for Inventors,” Contract Theory Workshop, Summer Conference, University of Hokkaido, (August 2008)

“Effects of Non-Linear Compensation Scheme and Salesperson-Customer Ethnicity Match,” *Tokei Kenkyu Kai* (Statistical Research Workshop) (July 2008)

“Incentive System for Inventors,” Spring Meetings of the Japanese Economic Association, Tohoku University, (May 2008)

Invited speaker, RIETI (Research Institute of Economy, Trade, and Industry) Policy Symposium "Innovation Process and Performance: Findings and lessons from inventors surveys in Japan, the U.S., and Europe" (January 2008)

Before 2008

Annual Meetings of the Academic Association for Organizational Science, Fukuoka, Japan (October 2007)

Fall Meetings of the Japanese Economic Association, Tokyo, Japan (September 2007)

Spring Meetings of the Japanese Economic Association, Fukushima, Japan (June 2006)

The Fall 2004 Midwest International Economics and Economic Theory Meetings, Washington University (November 2004)

North American Summer Meeting of the Econometric Society, Brown University (June 2004).

Annual Meetings of the Society of Labor Economists, San Antonio, TX (April 2004).

INFORMS annual meetings (October 2002).

Fall meetings of the Japanese Economic Association, Hiroshima, Japan (October 2002).

Stanford Institute of Theoretical Economics Summer Workshop, Stanford University (July 2002).

Annual meetings of the Association of Japanese Business Studies, St. Louis, MO (June 2002).

Personnel Economics Workshop, Stanford University (July 2000).

Midwest Theory and International Economics Conference, University of Kentucky (March 2000).

Stanford Institute of Theoretical Economics Summer Workshop, Stanford University
(July 1999).

AWARDS

Emerald Literati Network, 2016 Awards for Excellence (Highly Commended Paper)
for the publication in *Evidence-based HRM: a Global Forum for Empirical Scholarship*
(Volume 3)

Emerald Literati Network, 2013 Awards for Excellence (Outstanding Author
Contribution Award Winner) for the publication in *Advances in the Economic Analysis
of Participatory and Labor-Managed Firms* (Volume 13)

Emerald Literati Network, 2012 Awards for Excellence (Outstanding Author
Contribution Award Winner) for the publication in *Advances in the Economic Analysis
of Participatory and Labor-Managed Firms* (Volume 12)

RESEARCH GRANTS

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (A)
(2023-2027)

“Measurement of Human Capital Investment and Productivity Mechanisms in Firms”
Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (A)
(2018-2022)

“Elucidating productivity gaps among firms and labor policy issues using intra-firm data”

Nomura Foundation Grants for Seminars and Symposiums (2013)

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (A)
(2013-2017)

“Empirical Research on Internal Labor Markets and the Effect of Personnel Policies”

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (B)
(2009-2013)

“Empirical Research on Internal Labor Markets and the Effect of Personnel Policies”

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (2009-
2012)

“Research on Knowledge Production and Innovation in Science” (Project Leader: Prof.
Sadao Nagaoka)

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (2009-
2013)

“Collaborative Research among the Academia, Government, and the Industry on
Innovation Processes” (Project Leader: Prof. Hiroyuki Chuma)

Japan Society for the Promotion of Science, Grants-in-aid for Scientific Research (C)
(2007-2008)

“Organizations that Support Innovation”

The Japan Economic Research Foundation (2007)

“Complementarities among Organizational and Personnel Practices in Japanese firms and Their Organizational Change.”

The Boeing Center for Technology, Information and Manufacturing Research Grant
(2001), with Jackson Nickerson

“A Theory of B2B Exchange Formation,”

TEACHING EXPERIENCE

Waseda University

Undergraduate Courses Taught:

Microeconomics A, 2018, 2019, 2020, 2021, 2022, 2023

※Waseda Teaching Award Winner (2018, spring)

<https://www.waseda.jp/inst/ches/news/2018/12/25/2147/>

Personnel Economics, 2018, 2019, 2020, 2021, 2022, 2023

Economics Seminar, 2018, 2019, 2020, 2021, 2022, 2023

Basic Seminar, 2023

Graduate Courses Taught:

Designing Organizations and HRM systems Strategically - Economics Approach, 2014

Personnel Economics, 2018, 2019, 2020, 2021, 2022, 2023

University of Tokyo

PhD Courses Taught:

Organizational and Personnel Economics, 2010, 2012, 2013, 2014, 2015, 2016

Undergraduate Courses Taught:

Organizational and Personnel Economics, 2015, 2016, 2017

Aoyama Gakuin University

MBA Courses Taught:

MGT305 Strategic Design of Organizations, 2006, 2007, 2008

MGT312 Management Seminar, 2006, 2007, 2008

FL203FX211 Industrial Organization and Market Strategy, 2006, 2007, 2008

MGT313 Designing HRM System, 2006, 2007, 2008

Received Teaching Award in FY2006.

PhD Courses Taught:

PhD002 Mathematical Methods in Research (2007)

Washington University

Undergraduate Courses Taught:

MGT100 Individual in a Managerial Environment (Introduction to Management), required undergraduate course, ratings (median): 8/10 (2004), 9/10 (2003), 9/10 (2002), 7/10 (2001).

MGT390 The Economics of Human Resource Management, elective undergraduate course, ratings (median): 9/10 (2005), 8/10 (2004), 9/10 (2003), 9/10 (2002), 8/10 (2001).

QBA121 Managerial Statistics, required undergraduate course, Fall 1999.

MBA Courses Taught:

MEC538 Economics of the Organization (2006)

MEC532 Incentives and Compensation, ratings (median): 8/10 (2005).

PhD Courses Taught:

MGT606 Economics of the Organization, Fall 2004.

SERVICE

Government or Public-Policy-Related Committees

Research Institute of Economy, Trade, and Industry

Leader of Project “Economic Analysis of Human Resource Allocation Mechanisms within the Firm: Insider econometrics using HR data”

FY2013~ present

Member of Project “The Structural Characteristics of Research and Development by Japanese Companies, and Issues for the Future” (Project Leader: Prof. Sadao Nagaoka)

FY2007~present

Member of Project “Innovation, Incentives, and Organizations” (Project Leader: Prof. Hideshi Itoh)

FY2014~present

Member of Project “The Frontier of Corporate Governance Analysis” (Project Leader: Prof. Hideaki Miyajima)

FY2011~ present

Member of Project “Labor Policy in the Era of Aging Population” (Project Leader: Prof. Daiji Kawaguchi)

FY2008~FY2012

Institute of Intellectual Property

Member of Project “Patent Application Behavior of Japanese Firms and the Implications for Economic Growth”

FY2009

Editorial Board

Journal of Participation and Employee Ownership, Emerald (2018-Present)
Social Science Japan Journal, Oxford University Press (2014-2017)
Japan Labor Review and *Japan Labor Research Journal*, The Japan Institute of Labour
Policy and Training (2010-2011)

Ad-hoc Reviewer

American Economic Review, *Journal of Political Economy*, *Rand Journal of Economics*, *Journal of Labor Economics*, *Management Science*, *Journal of Economic Behavior and Organization*, *International Economic Review*, *Journal of Economics and Management Strategy*, *Labour Economics*, *Economic Journal*, *Journal of Network Economics*. *Japanese Economic Review*, *Industrial & Labor Relations Review*, *Management Science*, *The Scandinavian Journal of Economics*, *American Economic Journal: Applied Economics*, *Journal of Law, Economics and Organization*, *Social Science Japan Journal*, *International Labor Review*, *Review of Economic Studies*, *Research Policy*, *Journal of Industrial Economics*, *IZA World of Labor*,

Member

American Economic Association, Econometric Society, Society of Labor Economists, Informs, Japanese Economic Association, Academic Association for Organizational Science. The Japanese Association of Administrative Science