

Essays on competitive attitude

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Valorization Addendum

Knowledge valorization refers to the “process of creating value from knowledge, by making knowledge suitable and/or available for social (and/or economic) use and by making knowledge suitable for translation into competitive products, services, processes and new commercial activities” (adapted definition based on the National Valorisation Committee 2011:8).

*In: Regulations governing the attainment of doctoral degrees
Maastricht University (2013)*

Policy recommendations

This dissertation addresses valorization itself. Throughout my thesis, I draw policy implications for the real-world based on my research. In this addendum, to avoid duplication, I only summarize the key policy recommendations contained in this dissertation:

➤ I prescribe that highlighting female role models can increase women’s willingness to enter competitive male-typed domains. Namely, I propose that information in job advertisements that highlight women’s underrepresentation—which is, for instance, a common practice in the economics academic job market—should be replaced by references to recent female applicants and/or existing female workers. (Chapter 2)

➤ Regarding policy design to cope with stereotype threat at competitive workplaces, my results indicate that—if men and women are already competing against each other—the appropriate intervention to prevent the adverse effect of stereotype threat in performance is to avoid any information making reference to the stereotype. (Chapter 3)

➤ To deter reckless decisions in competitive labor markets, we should index the bonus of workers to the performance of their peers. This incentive scheme could be applied, for instance, to tackle the infamous problem of irresponsible investment in the hedge fund world. (Chapter 4)

Contributions to public debate and promotion of Maastricht University

The research contained in this dissertation has been disseminated in prestigious places such as, for instance, the Yale University Whitebox Conference, Econometric Society European Winter Meeting, Stanford Institute for Theoretical Economics Summer Workshop, Columbia University Political Economy Seminar, and the NHH Choice Lab Seminar. In total, the research output contained in this dissertation originated more than twenty oral presentations under the label of Maastricht University.

Also, the research underlying Chapter 2 has received the best paper award at the Gender Gaps Conference under the label of Maastricht University. This achievement was recognized with a research excellence distinction from the Dean of the Maastricht University School of Business and Economics at the 2017 End-Of-Year SBE event.

Software

The z-Tree code written to computerize the experiments underlying the research presented in Chapter 2, Chapter 3, and Chapter 4 is available upon request at <https://sites.google.com/site/diogogeraldes>.