

The Research Centre of the School of Economics and Business,
in cooperation with **the Bank of Slovenia,**
cordially invites you to a research seminar
on Wednesday, **6th October 2021,** at **13:00 CEST** in room **P-119**
at the **School of Economics and Business, University of Ljubljana**
and via platform **Zoom**

Chiara Natalie Focacci
Erasmus University Rotterdam

will present the article

Pay to Quit Offers: Do People Work More?

Authors: Tobias Gesche (ETH Zurich), Chiara Natalie Focacci (Erasmus University Rotterdam), Nathan Atkinson (Wisconsin University), Alexander Stremitzer (ETH Zurich, UCL), Ian Ayres (Yale University)

We offer experimental evidence from the lab that offering agents money to quit a real effort task (pay-to-quit offer) increases effort in those agents who choose to refuse the offer. We offer evidence that the effect is driven in part by agents' increased motivation rather than exclusively by selection of more capable or more motivated agents. We also offer suggestive evidence that making a pay-to-quit offer induces a reference point, which mostly boosts effort of agents exerting above median effort. Our findings explain why leading companies like Amazon and Zappos use pay-to-quit offers, either for their newly hired workers, or even on a recurring annual basis.

Please register for the free seminar at <http://raziskave.ef.uni-lj.si/a/1206>
by Tuesday, 5th October 2021.

Access details will be sent prior to the event to signed up users.

We look forward to seeing you!

