

## FELIX BÖLINGEN

PhD Student | Research and Teaching Assistant  
Ludwig-Maximilians-Universität München (LMU Munich)

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### Contact Details

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Institute for Human Capital Management  
LMU Munich School of Management  
LMU Munich  
Geschwister-Scholl-Platz 1, 80539 Munich, Germany

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### Research Interests

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Transparency and Observability in Organizations, Inequality and Fairness, Telework and Boundary Management

### Academic Positions

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12/2018 – present RESEARCH AND TEACHING ASSISTANT  
Institute for Human Capital Management  
LMU Munich School of Management, Germany

06/2019 – 10/2021 ASSISTANT TO THE DEAN  
LMU Munich School of Management, Germany

### Education

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12/2018 – present PH.D. STUDENT  
LMU Munich School of Management, Germany  
Supervisor: Prof. Ingo Weller

04/2019 – 10/2021 MASTER OF BUSINESS RESEARCH  
LMU Munich School of Management, Germany

10/2016 – 11/2018 SOCIAL ECONOMICS, M.Sc.  
FAU Erlangen-Nuremberg, Germany  
Master Thesis: "Technological Change, Shared Capitalism, and Labor Turnover – Evidence from the German Linked Personnel Panel"

09/2013 – 10/2016 SOCIOLOGY, B.A.  
University of Mannheim, Germany  
Bachelor Thesis: "Growing Global Competition: Curse or Blessing for Further Training of German Employees?"

### Other Professional Experience

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08/2017 - 10/2017 DATA SCIENTIST FOR PEOPLE ANALYTICS  
function HR GmbH, Germany

07/2017 – 03/2018 TUTOR  
"Empirical Research I" (B.Sc.), "Econometrics" (M.Sc.), "Sociological Research Questions & Designs" (M.Sc.)  
FAU Erlangen-Nuremberg, Germany

12/2014 – 08/2017 RESEARCH ASSISTANT  
Institut für Beschäftigung und Employability Ludwigshafen, Germany

02/2014 – 12/2015 FREELANCER IN MARKET RESEARCH  
Foerster & Thelen Feldservice GmbH and Omnitrend GmbH, Germany

## International Experience

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- 02/2018 – 08/2018 EXCHANGE SEMESTER, POSTGRADUATE ECONOMICS  
National Autonomous University of Mexico
- 02/2015 – 06/2015 EXCHANGE SEMESTER, B.A. SOCIAL SCIENCES  
University of Bern, Switzerland
- 09/2012 – 09/2013 INTERNATIONAL VOLUNTEER  
Children's home "Virgen de la Yedra" Sucre, Bolivia

## Teaching

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- Making Sense of People Data – Introduction to People Analytics (WT 2021/22). Seminar (B.Sc.)
- Main Seminar: Human Resource Management (ST 2021). Seminar (B.Sc.)
- Start with Business Planning (ST 2019, ST 2020). Seminar (B.Sc.)
- Frontiers in HRM (WT 2019/20, RA). Seminar (B.Sc.)
- Supervised 27 empirical and conceptual theses (2 M.Sc. and 25 B.Sc. by students in Business Administration)

## Working Papers and Research Projects

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- Working From Home, Role Spillovers, and Domain Satisfaction During the COVID-19 Pandemic (*with Alejandro Hermida Carrillo and Ingo Weller*), [Under Preparation for Submission, Submitted to SIOF 2022]
- Congruence in Role Segmentation Preferences and Spillovers in Dual Earner Couples – Insights From Response Surface Analyses (*with Alejandro Hermida Carrillo*), [Under Preparation for Submission, Submitted to SIOF 2022]
- The Effectiveness of Pay Transparency Laws [Under Preparation for Submission]
- Performance Reward Transparency in Organizations (*Research Project with Peter Bamberger, Nicolas Tichy, and Ingo Weller*)
- The Dual Nature of Observability and Distributive Fairness (*with Tobias Oberpaul*), [Data Analysis]
- The Dynamics of Rumors Around Wrongdoing: A Text-Based Inquiry of Identity Threat (*with Alejandro Hermida Carrillo*), [Data Preparation]

\* Some titles are ambiguated to protect blind review

## Selected Ph.D. Courses

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Experimental Methods (B. Gazdag, J. Jaspersen, M. Kleine)  
Simulation Methods (H. Klapper)  
Microeconomic Modelling Methods (R. Peter)  
Data Crawling (M. Batikas, J. Claussen)  
Automated Text Analysis (H. Schütt)  
Quantitative Methods (R. Elsas)  
Maximum-Likelihood Estimation (Essex Summer School, J. Kropko)  
Cooperation in Organizing and Innovating (XIII Medici Summer School)

## Languages

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- Native: German
- Fluent: English and Spanish