

STEFFEN BURKERT
Research and Teaching Assistant
Ludwig-Maximilians-Universität München (LMU Munich)
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Contact Details

Institute for Human Capital Management
Munich School of Management
LMU Munich
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Academic Positions

06/2018 – present

RESEARCH AND TEACHING ASSISTANT Institute
for Human Capital Management Munich School
of Management LMU Munich

Education

06/2018 – present

PHD STUDENT Munich School of Management
LMU Munich Supervisor: Prof. Ingo Weller

06/2018 – 03/2021

MASTER OF BUSINESS RESEARCH
Munich School of Management
LMU Munich

10/2015 – 03/2018

ECONOMICS, M.Sc.
LMU Munich
Master Thesis: “Lean against the wind: An
analysis of benefits, costs and welfare
implications”

10/2012 – 09/2015

ECONOMICS, B.Sc.
University of Konstanz
Bachelor Thesis: “Wealth inequality in Germany:
Impact of including human capital”

Teaching Experience

- Main Seminar Current Topics in HRM: 2018/2019, 2019, 2019/2020; 2020, 2020/2021, 2021/22
- Tutorial Human Resource Management Basics: 2019, 2020, 2021

Working Papers

- Burkert, S., Kâse, R., Tonellato, M. CSR Metrics and compensation peer groups: Separating Selection from Influence.
- Burkert S., Kâse, R., Tonellato, M., and Weller, I. Compensation Peer Groups and Executive Turnover.
- Goebel, L., Burkert, S., Tichy, N. Internal and External CSR Fit: The Effects of Organizations' Multidimensional CSR on Reputation.
- Burkert, S., Schwaiger, N. Playing it safe: Relative Performance Evaluation and Peer Imitation.
- Burkert, S., Oberpaul, T., Tichy, N, Weller, I. Executive Compensation Complexity and Firm Performance.
- Goebel, L. Burkert, S. Female Supervisors and their influence on organizational practices and employer attachment

Awards and Prizes

- Burkert, S., Kase, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Best Paper (finalist). 80th Annual Meeting of the Academy of Management, Vancouver. HR Division
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Best Paper (finalist). 81th Annual Meeting of the Academy of Management, Virtual Conference. Strategy Division

Conference presentations

- Burkert, S. 2019. Relative Performance Evaluation: An Overview and Research Agenda. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kase, R., Tonellato, M., and Weller, I. 2019. Compensation peer groups and executive turnover. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kase, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L., Tichy, N. 2020. Walk the Talk: The Effects of firms' multidimensional CSR on worker effort. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L. 2021. Female Supervisors and their influence on organizational practices and employer attachment. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.

Research Interests

- Role of CEO pay and CEO personality on firm behavior and outcomes
- Determinants and implication of firms' CSR strategy
- Research methods

IT Competences

- Stata
- R
- Python

Languages

- Native: German
- Fluent: English, French