



Roberto HERNAN GONZALEZ (PhD)

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FULL PROFESSOR

DEPARTMENT: ECONOMICS AND SOCIAL SCIENCES

DISCIPLINARY TEAM: DECISIONS AND BEHAVIOUR

RESEARCH AXIS: ORGANISATIONAL TRANSFORMATION, BEHAVIORS AND DECISIONS

EDUCATION AND DEGREES

- 2002 PhD en Sciences économiques

WORK EXPERIENCE

PROFESSIONAL EXPERIENCE

- 2018 - ... Professor (Burgundy School of Business)

OTHERS ACTIVITIES

- 2018 - 2019 Co-Director MSc Data Science and Organizational Behavior (Burgundy School of Business, France)
- 2024 Organizer (Universidad Carlos III de Madrid, Madrid, Spain)
- 2021 Organizer (Burgundy School of Business, Dijon, France)

TEACHING

DISCIPLINARY TEAM

- Decisions and Behaviour

TEACHING LANGUAGES

- English

SCIENTIFIC ACTIVITIES

RESEARCH FOCUS

- Organisational Transformation, Behaviors and Decisions

DOCTORATE-PHD SUPERVISION/CO SUPERVISION/JURYS

- 2023 Thesis defense of Bin Wang Université Paris 1, Panthéon Sorbonne
- 2023 Thesis defense of Ibai Martinez Universidad del Pais Vasco

RESEARCH ACTIVITIES

International, National or Regional Research Projects

- 2015 - 2016 Main researcher Economic Science Institute & University of Nottingham
- 2015 - 2016 Main researcher University of Nottingham
- 2006 - 2007 Main researcher Comunidad de Madrid

PARTICIPATION TO THE ACTIVITIES OF ACADEMIC ASSOCIATIONS OR NETWORK

Coordination or participation of a conference organisation

- 2024 Workshop on Market, Cooperation and Votes

ORGANISATION OF INTERNAL WORKSHOP OR RESEARCH EVENTS

- 2018 Organizations and Markets Workshop
- 2017 Co-organizer Workshop on Exp. Advances in Organizational Behavior

OTHER

- 2024 - ... Co-directeur du groupe de recherche LESSAC Burgundy School of Business
- 2018 - ... Laboratory for Experimentation in Social Sciences and Behavioral Analysis (LESSAC) BDB
- 2010 - ... Research affiliate Economic Science Institute (ESI, Chapman University)
- 2011 - ... Research affiliate Granada Lab of Behavioral Economics (GLOBE)
- 2018 - 2019 Co-Director LESSAC research group
- 2017 Centre for Decision Research and Experimental Economics (CeDEx) University of Nottingham
- 2015 - 2017 Centre for Research in the Behavioural Sciences (CRIBS, University of Nottingham) University of Nottingham

INTELLECTUAL CONTRIBUTIONS

Articles in peer refereed journals

Corgnet, B., Gaechter, S., Hernan Gonzalez, R., Contractual Dispute Resolution Game: Real-Effort Experiments on Contract Negotiation and Arbitration. *Journal of Economic Behavior & Organization*, 2025. **CNRS 2, FNEGE 2, HCERES A (forthcoming)**

Corgnet, B., Hernan Gonzalez, R., Mateo, R., Peer Effects in an Automated World. *Labour Economics*, 2023, 85. **CNRS 2, FNEGE 2, HCERES A**

Brandts, J., Corgnet, B., Hernan Gonzalez, R., Ortiz, J.M., Sola, C., Watching or Not Watching? Access to Information and the Incentive Effects of Firing Threats. *Journal of Economic Behavior & Organization*, 2021, 189: 672-685. **CNRS 2, HCERES A**

Corgnet, B., Gunia, B., Hernan Gonzalez, R., Harnessing the Power of Social Incentives to Curb Shirking in Teams. *Journal of Economics and Management Strategy*, 2021, 30,(1): 139-167. **CNRS 1, FNEGE 2, HCERES A**

Corgnet, B., Hernan Gonzalez, R., Kujal, P., On Booms That Never Bust: Ambiguity in Experimental Asset Markets with Bubbles. *Journal of Economic Dynamics & Control*, 2020, 110. **CNRS 1, HCERES A**

Corgnet, B., Hernan Gonzalez, R., Revisiting the Tradeoff between Risk and Incentives: The Shocking Effect of Random Shocks?. *Management Science*, 2019, 65,(3): 1096-1114. **CNRS 1eg, FNEGE 1*, HCERES A**

Corgnet, B., Gómez Miñambres, J., Hernan Gonzalez, R., Goal Setting in the Principal-Agent Model: Weak Incentives for Strong Performance. *Games and Economic Behavior*, 2018, 109: 311-326. **CNRS 1, HCERES A**

Bouwmeester, S., Hernan Gonzalez, R., Registered Replication Report: Rand, Greene, and Nowak (2012). *Perspectives on Psychological Science*, 2017, 12,(3): 527-542.

Capraro, V., Corgnet, B., Espin, A., Hernan Gonzalez, R., Deliberation favours social efficiency by making people disregard their relative shares: evidence from USA and India. *Royal Society Open Science*, 2017, 4: 1-12.

Hernan Gonzalez, R., ¿Qué podemos aprender sobre incentivos a través de experimentos?. *Revista de Economía Industrial*, 2017, 403: 29-37.

Clots Figueras, I., Hernan Gonzalez, R., Kujal, P., Trust and Trustworthiness under Information Asymmetry and Ambiguity. *Economics Letters*, 2016, 147: 168-170. **CNRS 3, HCERES-ECO B, HCERES-GESTION B**

Corgnet, B., Espin, A., Hernan Gonzalez, R., Creativity and cognitive skills among millennials: Thinking too much and creating too little. *Frontiers in Psychology*, 2016, 7,(1626): 1-9.

Corgnet, B., Espin, A., Hernan Gonzalez, R., Kujal, P., Rassenti, S., To trust, or not to trust: Cognitive reflection in trust games. *Journal of Behavioral and Experimental Economics*, 2016, 64: 20-27. **CNRS 4, HCERES-ECO A, HCERES-GESTION C**

Harrington, J., Hernan Gonzalez, R., Kujal, P., The relative efficacy of price announcements and express communication for collusion: Experimental findings. *Journal of Economic Behavior & Organization*, 2016, 128: 251-264. **CNRS 2, HCERES-ECO A, HCERES-GESTION A**

Clots Figueras, I., Hernan Gonzalez, R., Kujal, P., Information Asymmetry and Deception. *Frontiers in Behavioral Neuroscience*, 2015, 9,(109): 1-10.

Corgnet, B., Espin, A., Hernan Gonzalez, R., The cognitive basis of social behavior: cognitive reflection overrides antisocial but not always prosocial motives. *Frontiers in Behavioral Neuroscience*, 2015, 9,(287): 1-17.

Corgnet, B., Gomez Miñambres, J., Hernan Gonzalez, R., Goal Setting and Monetary Incentives: When Large Stakes Are Not Enough. *Management Science*, 2015, 61,(12): 2926-2944. **CNRS 1eg, AERES A**

Corgnet, B., Hernan Gonzalez, R., Kujal, P., Porter, D., The Effect of Earned vs. House Money on Price Bubble Formation in Experimental Asset Markets. *Review of Finance*, 2015, 19,(4): 1455-1488.

Corgnet, B., Hernan Gonzalez, R., Mateo, R., Cognitive Reflection and the Diligent Worker: An Experimental Study of Millennials. *PLOS One*, 2015, 10,(11): 1-13.

Corgnet, B., Hernan Gonzalez, R., Mccarter, M., The Role of the Decision-Making Regime on Cooperation in a Workgroup Social Dilemma: An Examination of Cyberloafing. *Games*, 2015, 6,(4): 588-603.

Corgnet, B., Hernan Gonzalez, R., Rassenti, S., Firing Threats: Incentive Effects and Impression Management. *Games and Economic Behavior*, 2015, 91: 97-113. **CNRS 1**

Corgnet, B., Hernan Gonzalez, R., Rassenti, S., Peer Pressure and Moral Hazard in Teams: Experimental Evidence. *Review of Behavioral Economics*, 2015, 2,(4): 379-403.

Corgnet, B., Hernan Gonzalez, R., Schniter, E., Why Real Leisure Really Matters: Incentive Effects on Real Effort in the Laboratory. *Experimental Economics*, 2015, 18,(2): 284-301. **CNRS 1, AERES A**

Corgnet, B., Hernan Gonzalez, R., Don't Ask Me If You Will Not Listen: The Dilemma of Consultative Participation. *Management Science*, 2014, 60,(3): 560-585. **CNRS 1eg, AERES A**

Gunia, B., Corgnet, B., Hernan Gonzalez, R., Surf's Up: Reducing Internet Abuse without Demotivating Employees. *Academy of Management Annals*, 2014, 1: 13761.

Brañas Garza, P., Garcia, T., Hernan Gonzalez, R., Cognitive effort in the Beauty Contest Game. *Journal of Economic Behavior & Organization*, 2012, 83,(2): 254-260. **CNRS 2, AERES A**

Garcia Gallego, A., Georgantzis, N., Hernan Gonzalez, R., Kujal, P., Managing a Duopolistic Water Market with Confirmed Proposals: An Experiment. *Revista Internacional de Sociologia*, 2012, special issue on Behavioral and Experimental Econo: 189-213.

Garcia-Gallego, A., Georgantzis, N., Hernan Gonzalez, R., Kujal, P., How do Markets Manage Water Resources? An Experiment. *Environmental and Resource Economics*, 2012, 53,(1): 1-23. **CNRS 2, AERES**

Hernan Gonzalez, R., Kujal, P., Vertical Integration, Market Foreclosure and Quality Investment. *Portuguese Economic Journal*, 2012, 11,(1): 1-20.

Garcia, A., Hernan Gonzalez, R., Kujal, P., List Pricing and Discounting in a Bertrand-Edgeworth Duopoly. *International Journal of Industrial Organization*, 2009, 27,(6): 719-727.

Hernan Gonzalez, R., Marin, P., Siotis, G., An Empirical Evaluation of the Determinants of Research Joint Venture Formation. *Journal of Industrial Economics*, 2003, 51,(1): 75-89.

Book chapters

Corgnet, B., Gächter, S., Hernan Gonzalez, R., Personality, Emotional Intelligence, and Rationality. Zimmermann, K.F., *Handbook of Labor, Human Resources and Population Economics*, Cham: Springer, 2020.

Harrington, J., Hernan Gonzalez, R., Kujal, P., Communication and collusion. Altman, M., *Real World Decision Making: An Encyclopedia of Behavioral Economics*, Santa Barbara, California: ABC-CLIO, 2015, 68-70.

Hernan Gonzalez, R., Kujal, P., Gender differences in cooperation and competition. Branas, P., Cabrales, A., *Experimental Economics I: Economic Decisions*, Basingstoke: Palgrave Macmillan, 2015, 154-168.

Bottino, E., Hernan Gonzalez, R., Kujal, P., Diferencias de género en cooperación y competencia. *Economía experimental y del comportamiento*, Barcelona, 2011.

Papers in Academic Conferences

Hernan Gonzalez, R., On the appeal of complexity. *Southern Europe Experimental Team's Meeting (SEET)*, February 1st-2nd 2024, Malaga, Spain.

Hernan Gonzalez, R., You Will not Regret it: On the Practice of Randomized Incentives. *Workshop "Market, Cooperation and Votes"*, June 13th-14th 2024, Madrid, Spain.

Hernan Gonzalez, R., You will not regret it: On the practice of randomized incentives. *13th Conference of the French Experimental Economics Association (ASFEE 2023)*, May 25th-26th 2023, Montpellier, France.

Hernan Gonzalez, R., You will not regret it: On the practice of randomized incentives. *SEET 2023 Workshop "Southern Europe Experimental Team's Meeting"*, February 2nd-3rd 2023, Valence, Spain.

Hernan Gonzalez, R., Demand for Institutions and Opportunistic Behavior: Experimental Evidence. *12th International Conference of the French Association of Experimental Economics (ASFEE 2022)*, June 30th-July 1st 2022, Lyon, France.

Hernan Gonzalez, R., What happens when I don't know? The role of uncertainty and feedback on incentive design (and risk attitudes). *Theory-Experimental Seminar*, November 21st 2022, Alicante, Spain.

Hernan Gonzalez, R., Corgnet, B., On the appeal of complexity. *CIMEO Workshop in Experimental Economics*, June 23rd-24th 2022, Rome, Italy.

Hernan Gonzalez, R., The boss is a machine!. *Workshop on Actions, Contributions and Games*, October 14th-16th 2021, Dijon, France.

Hernan Gonzalez, R., Working too much for the little: Stochastic rewards cause work addiction. *Workshop "Predicting Actions and Behavior in the Lab and Outside"*, July 15th-16th 2021, Cordoue, Spain.

Biot Paquerot, G., Chaboud, M-C., Camus, A., Ashta, A., Hernan Gonzalez, R., Spiegelman, E., Impact of the WISE in France : A critical overview. *15th Organization Studies Workshop*, May 20th-23rd 2020, Chania, Greece.

Ashta, A., Biot-Paquerot, G., Camus, A., Chaboud, M-C., Hernan Gonzalez, R., Spiegelman, E., Impact of WISE in France: A critical Overview. *Social Impact Investments International Conference*, December 5th-6th 2019, Rome, Italy.

Hernan Gonzalez, R., Incentives in labor markets. *ESA European Meeting*, September 4th-7th 2019, Dijon, France.

Hernan Gonzalez, R., Lack of trust, demand for institutions and pro-social behaviour: some experimental evidence. *Mini-Conference on Governance and Social Entrepreneurship*, May 31st 2019, Dijon, France.

Hernan Gonzalez, R., Gaechter, S., Corgnet, B., Stressing you out for your own bad! Uncertainty and work addiction. *9th International Conference of the French Association of the Experimental Economics*, June 14th-15th 2018, Nice, France.

Invited keynote speeches

Hernan Gonzalez, R., Surprise, surprise. How decision making is affected by uncertainty and feedback. *Seminar at Georgetown University in Qatar*, October 30th-November 3rd 2023, Doha, Qatar.

Research seminars

Hernan Gonzalez, R., Rac(g)e against the Machine? Social Incentives when Human Meet Robots", *LESSAC Research Seminar*, November 14th 2019, Dijon, France.

Other contributions

Hernan Gonzalez, R., Chair de la session Markets I (SEET 2023 Workshop "Southern Europe Experimental Team's Meeting", February 2-3, 2023, Valence, Spain), 2023, Valence, Spain.

Hernan Gonzalez, R., Chair de la session "Social preferences 1", 2022, Lyon, France.

Hernan Gonzalez, R., Gómez-Miñambres, J., Hochman, G., Ayal, S., Corgnet, B., Editorial : Applications of reference dependence, pour le Volume 91 du *Journal of Economic Psychology*, 2022, France.

Corgnet, B., Georgantzis, N., Hernan Gonzalez, R., Spiegelman, E., Sutan, A., "How I met Vernon Smith" - Introduction to the plenary talk of Vernon Smith, 2018, Dijon, France.