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Ruppin Academic Center
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Education

Ben-Gurion University of the Negev

Ph.D., Economics, 2018.

M.A., Economics, 2013. (*Magna Cum Laude*).

B.A., Economics, 1999. (*Summa Cum Laude*).

Tel-Aviv University, Recanati Business School

M.B.A., Business management, 2003. (*Magna Cum Laude*).

Research Interests

Behavioral Economics, Experimental Economics, Labor Economics, Public Economics

Publications

"The Effect of Economic Cycles on Job Satisfaction in a Two-Sector Economy"

With Ro'i Zultan and Miki Malul. *Journal of Economic Behavior & Organization*.

"Incentives, mission and productivity"

With Ro'i Zultan and Miki Malul. *Journal of Behavioral and Experimental Economics*

Working Papers

"The determinants of countercyclical job satisfaction in the public sector"

With Ro'i Zultan

Teaching Experience

Ruppin Academic Center

Lecturer, Introduction to Microeconomics, 2019-Today

Lecturer, Non-competitive markets, 2019-Today

Lecturer, The Israel economy, 2019-Today

Lecturer, Introduction to Econometrics, 2019-Today

Ben Gurion University of the Negev

Lecturer, Introduction to Economics, 2013-2018

The Open University of Israel

Lecturer, Macroeconomics, 2006-Today

Peres Academic Center

Lecturer, The Firm and the consumer economy, 2013-2016

Lecturer, The Israel economy, 2013-2016

Scholarships and Awards

Outstanding PhD Student in the fields of Israel Economy award

Ministry of Finance, Israel, 2015

President Honor roll, B.A.

Ben Gurion University, 1999

Excellence Scholarship

Ben Gurion University, 1996-1999

Invited Conferences and Workshops

ESA World Meeting, University of California, San Diego, USA, 2017

ESA World Meeting, The Hebrew University of Jerusalem, Israel, 2016

ESA European Meeting, Heidelberg University, Germany, 2015

ESA European Meeting, Prague University, Czech Republic, 2014

Professional Experience

Israel Ministry of Finance, Budget Division, Jerusalem, Israel

Section Head of the Transportation Department, 2001-2003

Comverse Network Systems Tel Aviv, Israel

Project Manager and Software Programmer, 1999-2001

References

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Paper Abstracts

The Effect of Economic Cycles on Job Satisfaction in a Two-Sector Economy

Economic growth improves the material well-being of all workers. However, when remuneration in the public sector is less sensitive to economic cycles than in the private sector, as is typically the case, economic growth will worsen the position of workers in the public sector relative to workers in the private sector, even though their income has improved in absolute terms. As a result, job satisfaction may be countercyclical in the public sector. We test this counter-intuitive hypothesis in a real-effort laboratory experiment that simulates an economy with two sectors differing only in remuneration scheme. Economic cycles are introduced in order to test for their effect on job satisfaction and productivity in each sector. We find that job satisfaction in the "public" sector is negatively correlated with the state of the economy. This effect, however, does not carry over to productivity: Even though an increase in a worker's productivity in the public sector reduces his relative income, in comparison to a similar private sector worker, we find that this does not have a negative effect on job satisfaction.

Incentives, mission and productivity

High-power incentives increase productivity through two distinct channels: attracting high-skilled workers and incentivizing high effort. We study experimentally how work mission interacts with these two channels. We construct "private sector firms" offering low base and high piece rate wages and "public sector firms" offering high base and low piece rate wages. In different parts of the experiment workers are either exogenously allocated to a sector or endogenously choose a sector in each period. This design allows us to disentangle and measure independently the sorting and the incentivizing effects. The addition of public sector mission attracts higher ability workers to the public firms and leads to greater effort when working in the public firms—while having no effect on average productivity, work time or average ability in the private firms. Consequently, the total productivity gap is diminished by 30 percent. These results highlight the importance of cultivating a sense of mission in organizations.

The Determinants of Countercyclical Job Satisfaction in the Public Sector

It has been shown in a laboratory setting (Ravid et al., 2017) that job satisfaction in the public sector is negatively correlated with economic cycles. We analyze data from a real-world panel survey —The German Socio-Economic Panel—to confirm the results found in the lab. The results also indicate that men respond more strongly to the effect than women. Several studies on other gender differences strengthen the plausibility of this result. We therefore conduct a revised laboratory experiment in order to test whether there is an underlying basic gender differences and to explore possible underlying mechanisms. The experiment simulates an economy with two sectors differing only in their remuneration scheme. Economic cycles are introduced in order to test for their effect on job satisfaction and productivity in each sector. The results show that women have higher job satisfaction and are less competitive than men, which is in line with the literature. In addition, the results reproduce the main result observed in the previous experiment, namely that job satisfaction in the public sector is counter-cyclical. However, we surprisingly do not find any correlation between the counter-cyclical effect and gender or with any of the other tested variables (provider status, social value orientation and competitiveness level).