

The Role of Cognitive Ability and Personality Traits for Men and Women in Gift Exchange Outcomes

29 January 2016 | Friday | 12nn - 1.30pm | Ventus Evans Room

ABSTRACT We examine the role of cognitive ability and personality traits for men and women in a one-shot gift exchange experiment. Controlling for cognitive ability and personality characteristics, men offer higher wages than women do, as do agents with greater cognitive ability and those scoring higher on agreeableness on the Big Five personality scale. In turn, men provide greater effort than women do, and respond to higher wage rates with greater increases in effort. For both genders, one standard deviation increases in agreeableness and in wages generate similar increases in effort. Serious biases arise from omitting cognitive ability and pooling men and women.

About the Speaker



Professor John Ham received his BA from the University of Toronto and his PhD from Princeton University. He has been an Assistant and Associate Professor at Toronto, a Full Professor at Maryland, Ohio State, and Pittsburgh, and a Professor and Chair at the University of Southern California. He joined the National University of Singapore permanently in January, 2015. He is currently an Associate Editor at the *Journal of Econometrics* and at *Labour Economics*, and previously was an Associate Editor at the *Journal of Applied Econometrics*. He served on the NSF Review Panel. He has received grants from the JY Pillay Institute, NIA, NIH, NSF and the Social Science and Humanities Research Council of Canada. He has published in the *American Economic Review*, *Econometrica*, the *Journal of Political Economy* and the *Review of Economic Studies*, as well as in other good journals. His research is in the general area of applied microeconomics, program evaluation, and applied and theoretical econometrics.

Prof Ham would like to acknowledge his co-authors:

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Chaired by

Provost's Chair Professor Wei-Jun Jean Yeung, CFPR Director

Register by **22 Jan 2016** at <http://goo.gl/forms/kxgbYPa16x> Light lunch will be provided