Arjan Non

Personal Information

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Nationality:	Dutch
Gender:	Male
Date of birth:	17-12-1983

I am a microeconomist with a specialization in behavioral labor economics. My main research interests are the effects of monetary and non-monetary incentives on (employee) motivation and performance, and self-selection into organizations. A second theme is how personality traits and social preferences affect those outcomes.

Current and Previous positions

Since October 2025:

Assistant Professor, Erasmus University, Erasmus School of Economics, department of Applied Economics

Since October 2019:

Assistant Professor and teacher Tutor Academy, Erasmus University, Erasmus School of Economics, department of Economics

February 2019-September 2019:

Postdoctoral Researcher, Maastricht University, School of Business and Economics, department of Economics

February 2018-January 2019:

Postdoctoral Researcher, University of Bonn, Institute for Applied Microeconomics (IAME)

October 2011-October 2017:

Postdoctoral Researcher, Maastricht University, Research Centre for Education and the Labour Market

October 2006- October 2011:

PhD student, Erasmus University Rotterdam

January-August 2006:

Teaching assistant, Erasmus University Rotterdam

Education

PhD Economics, Erasmus University Rotterdam, 06-10-2011.

Thesis topic: Employer-Employee Relations and Incentives in the Workplace.

Thesis title: Do ut Des: Incentives, Reciprocity, and Organizational Performance.

Promotor: Prof. Dr. Robert Dur.

MSc Economics, *Cum Laude,* Erasmus University Rotterdam, 2006

BSc Economics, *Cum Laude*, Erasmus University Rotterdam, 2005.

Affiliations

Since 2020: Tinbergen Institute Research Fellow

Since 2019: CESifo Research network Fellow

Research Interest

Personnel Economics, Labor economics, Experimental economics, Applied Microeconomics and Game Theory, Behavioral economics.

Teaching Experience

2024-2025:	Seminar Economics of Markets and Organisations
2023:	Design course materials tutorials Macroeconomics Bsc 1.
2022:	Macroeconomics (1st year bachelor IBEB and Econometrics)
2021:	Design + teaching tutorials History of Economic Thought (2nd year undergraduate).
2019-current	Tutor academy: coordinating 1st and 2nd year micro and macroeconomics courses, guidance of Teaching Assistants, course development.
2015-2017:	Tutorials Nature of Human Motivation (MSc course behavioral economics)
2011-2017:	Thesis supervision.
2010-2011:	Personnel Economics (2nd year undergraduate) Seminar Games, Strategy, and Markets (master course)
2009-2010:	Tutorials Personnel Economics (2nd year undergraduate)
2008-2010:	Tutorials History of Economic Thought (2nd year undergraduate)
2006:	Tutorials International Trade and Macroeconomics (2nd and 1st year undergraduate, respectively)

Publications in scientific journals

Dur, R., Non, A., Prottung, P., & Ricci, B. (2025). Who's Afraid of Policy Experiments? *The Economic Journal*, *135*(666), 538-555.

Non, Arjan, Ingrid Rohde, Thomas Dohmen, and Andries de Grip (2022). Mission of the Company, Prosocial Attitudes and Job Preferences: A Stated-Preference Experiment. *Labour Economics*, vol. 74, issue 1, p. 102087.

Dohmen, Thomas, Arjan Non, and Tom Stolp (2021). Reference Points and the Tradeoff between Risk and Incentives. *Journal of Economic Behavior & Organization*, vol. 192, p. 813-831.

Golsteyn, Bart, Arjan Non, and Ulf Zölitz (2021). The impact of Peer Personality on Academic Achievement. *Journal of Political Economy,* vol. 129, issue 4, p. 1052-1099.

Non, Arjan (2020). Training participation and the role of reciprocal attitudes. *CESifo Economic Studies*, vol. 66, issue 1, p. 33-59.

Bernard, Mark, Thomas Dohmen, Arjan Non, and Ingrid Rohde (2019). Menus of Contracts Determine Sorting Patterns. *Journal of Economic Psychology,* vol. 72, p. 293-311.

Non, Arjan, and Dirk Tempelaar (2016). Time preferences, study effort, and academic performance, *Economics of Education Review*, vol. 54, p. 36-61.

Bradler, Christiane, Robert Dur, Susanne Neckermann, and Arjan Non (2016). Employee Recognition and Performance: A Field Experiment. *Management Science*, vol. 62, issue 11, p. 3085-3099.

Delfgaauw, Josse, Robert Dur, Arjan Non, and Willem Verbeke (2015). The Effects of Prize Spread and Noise in Elimination Tournaments: A Natural Field Experiment. *Journal of Labor Economics*, vol. 33, issue 3, p. 521-569.

Delfgaauw, Josse, Robert Dur, Arjan Non, and Willem Verbeke (2014). Dynamic Incentive Effects of Relative Performance Pay: A Field Experiment. *Labour Economics*, vol. 28, p. 1-13.

Non, Arjan (2012). Gift-Exchange, Incentives, and Heterogeneous Workers. *Games and Economic Behavior*, vol. 75, issue 1, p. 319-336.

Dur, Robert, Arjan Non, and Hein Roelfsema (2010). Reciprocity and Incentive Pay in the Workplace. *Journal of Economic Psychology*, vol 31, issue 4, p. 676-686.

Working Papers

New working papers expected by the end of this summer

Work in progress

Correcting beliefs about the marginal tax rate: A survey experiment among Dutch households (with Robert Dur and Job Harms)

Study loans and stress-related mental health problems (with Bas Karreman and Zhiling Wang)

Consequences of taking a gap year (with Maria Zumbühl and Dinand Webbink)

Scientific publications in Dutch

Dohmen, Thomas, Raymond Montizaan and Arjan Non (2017). Arbeidsmarkt: het belang van percepties van rechtvaardigheid. In: Dur, Robert (editor): Koninklijke Vereniging van Staathuishoudkunde Preadviezen 2017.

Dohmen, Thomas and Arjan Non (2014). Hoe maken studenten en ouders keuzes in het onderwijs? In R. Klarus, L. Borghans & I. Waterreus (Eds.), *Wat is goed onderwijs?* (pp. 187-206) Den Haag: Boom Lemma Uitgevers.

Non, Arjan (2012). Boekbespreking “Ons feilbare Denken”, Economisch Statistische Berichten, vol. 97(4639&4640), 457.

Media Interviews

Articles in journals and newspapers: Times Higher Education (May, 2018), Quest (Sept 2017), NRC Next (09-01-2017), Het Nieuwsblad (05-01-2017), Het Laatste Nieuws (05-01-2017), Het Belang van Limburg (04-01-2017), Algemeen Dagblad (04-01-2017), De

Limburger (04-01-2017), Management Team (no 15, 2011), Nederlands Dagblad (08-10-2011).

Radio interviews: BNR-Nieuwsradio, Radio 538, L1, RTV Drenthe (04-01-2017) RTLZ (04-01-2017)

Training

Masterclass supervising PhD Research, Erasmus University Rotterdam, 24-03-2025.

University Teaching Qualification (Basis Kwalificatie Onderwijs), Erasmus University Rotterdam, 01-07-2021.

Media training, Media Presentations Training Center Maastricht University, 13-03-2017.

University Teaching Qualification courses “Managing Diversity in the Classroom”, “Thesis supervision”, and “Problem Based Learning/Tutoring”, Fall 2015, Maastricht University.

Refereeing

Journals I refereed for include (but are not limited to): Management Science, Journal of the European Economic Association, Journal of Labor Economics, Economic Journal, Journal of Public Economics, Journal of Economic Behavior and Organization, Journal of Economic Psychology, Economics of Governance, Oxford Economic Papers, Journal of Socio-Economics (now: Journal of Behavioral and Experimental Economics), Health Economics, Journal of Population Economics, Journal of Economics & Management Strategy, Labour Economics, CESifo Economic Studies.

Other activities

Contributed to the Management Science Reproducibility Collaboration, published as:

Fišar, Miloš, Ben Greiner, Christoph Huber, Elena Katok, Ali I. Ozkes, and Management Science Reproducibility Collaboration. "Reproducibility in Management Science." *Management Science* 70, no. 3 (2024): 1343-1356.

Organization of seminar series: DUHR (Development and Utilization of Human Resources) seminar series, Maastricht, from 01-01-2015 to 01-07-2017.