

# LUCA PICARIELLO

## Contact Information

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**Personal Information:** male, born 15<sup>th</sup> January 1990, Italian citizen

## CURRENT POSITIONS

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### Research Scholar

Center for Studies in Economics and Finance - CSEF.  
University of Naples Federico II

*Sep. 2017 - present*

### Ph.D. Candidate

Department of Economics  
Norwegian School of Economics

*Aug. 2013 - 2018 (expected)*

## RESEARCH INTERESTS

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Applied Microeconomic Theory  
Contract Theory  
Organizational Economics  
Personnel Economics

## EDUCATION

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### PhD Candidate, Department of Economics

Norwegian School of Economics  
Supervisors: Eirik Gaard Kristiansen (main) and Tore Ellingsen.

*Aug. 2013 - 2018 (Expected)*

### M.Sc. Economics and Finance (summa cum laude)

University of Naples Federico II

*Oct. 2011- Jul. 2013*

### B.Sc. Political Science, Economics specialization (magna cum laude)

University of Salerno

*Oct. 2008 - Oct. 2011*

## VISITING POSITIONS

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### Center for Studies in Economics and Finance (CSEF)

University of Naples Federico II  
Invitation by Prof. Marco Pagano

*Sep. 2016 - Dec. 2016*

## TEACHING EXPERIENCE

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### **Strategy, Information and Decision (M.Sc. course at Norwegian School of Economics)**

*Fall 2014*

Teaching assistant of Professors Trond Olsen and Eirik Gaard Kristiansen.

### **Applied Microeconomic Theory (M.Sc. course at Norwegian School of Economics)**

*Spring 2015, Spring 2016*

Teaching assistant of Professors Fred Schroyen and Eirik Gaard Kristiansen.

### **Optimization and Microeconomic Theory (M.Sc. course at Norwegian School of Economics)**

*Fall 2015, Fall 2016*

Teaching assistant of Professors Fred Schroyen and Lars Mathiesen.

## WORKING PAPERS

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### **Organizational Design with Portable Skills**

**Abstract:** Workers can move across firms and take with them portable skills. This affects firms' strategies as inefficient task allocation reduces retention costs. In the existing literature, asymmetric information about workers' talents makes this retention strategy profitable. In this paper, workers' skills are observable but nonverifiable, hence task allocation is noncontractible and inefficient task allocation persists. I show that a firm organized as an equity-partnership allocates tasks efficiently. In this framework, partners get cash flow and control rights on task allocation and are retained in equilibrium. This provides a new rationale for the widespread presence of partnerships in human-capital intensive industries.

### **Talent Discovery, Layoff Risk and Unemployment Insurance (with Marco Pagano)**

**Abstract:** In talent-intensive jobs, workers' performance reveals their quality. This enhances productivity and wages, but also increases layoff risk. If workers cannot resign from their jobs, firms can insure them via severance pay. If instead workers can resign, private insurance cannot be provided, and more risk-averse workers will choose less informative jobs. This lowers expected productivity and wages. Public unemployment insurance corrects this inefficiency, enhancing employment in talent-sensitive industries and investment in education by employees. The prediction that the generosity of unemployment insurance is positively correlated with the share of workers in talent-sensitive industries is consistent with international and U.S. evidence.

## WORK IN PROGRESS

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### **Promotions and Training: Do Competitive Firms set the Bar too High?**

**(In)Efficient Information Collection (with Alessio Piccolo)**

## CONFERENCE PRESENTATIONS

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2018: ASSA Annual Meeting - American Economic Association, Philadelphia (scheduled)

2017 : Royal Economic Society Symposium of Junior Researchers, University of Bristol; 13th CSEF-IGIER Symposium on Economics and Institutions; Center for Business Economics Seminar, Norwegian

School of Economics; Midwest Economic Theory Conference, Southern Methodist University

2016: Midwest Economic Theory Conference, University of Rochester; EEA-ESEM Conference, Geneva; Young Economists' Meeting; CSEF Lunch Talk, University of Naples Federico II; LEMO Seminar, Norwegian School of Economics; Workshop on Organizational Economics, Norwegian School of Economics; NHH-UiB PhD Workshop.

2015: LEMO Seminar, Norwegian School of Economics; NHH-UiB PhD Workshop; CSEF Lunch Talk, University of Naples Federico II.

2014: Lunch Talk, Norwegian School of Economics; NHH-UiB PhD Workshop

## REFEREEING

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Labour Economics.

## OTHER SKILLS

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**Languages:** Italian (Native), English (Fluent), French (Good), Spanish (Basic), Norwegian Bokmål (Basic)

**Computing:** L<sup>A</sup>T<sub>E</sub>X, Stata, Matlab, Microsoft Office, Mac OS X, R.

**Sports:** Football, Tennis, Squash, Table Tennis.

## REFERENCES

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**Eirik Gaard Kristiansen**

Norwegian School of Economics  
Department of Economics  
Helleveien 30  
5045 Bergen, Norway  
Eirik.Kristiansen@nhh.no

**Marco Pagano**

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Department of Economics and Statistics  
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**Trond E. Olsen**

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Department of Business and Management Science  
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