

Incentives in Organisations (Master)

Winter Term 2020/2021

Lecture: Prof. Dr. Thomas Zwick

Tutorial: Patrick Sturm, M.Sc.

Start of the course: 02.11.2020

General information

This course will be taught online. You will find all lecture and tutorial slides on the course page in WueCampus. Additionally, we provide audio recordings with explanations and comments to all slides in mp4 format. We aim to upload most contents at the beginning of the course, so that you will be able to manage your study time flexibly during the semester. Furthermore, in the tutorial, you will have the possibility to answer weekly questions in an online learning platform.

Exam

Written exam at the end of the semester

Content

Lectures and tutorials focus on central research questions of the principal agent model, personnel economics, and human resources management. Lectures and tutorials complement each other and give a specific priority to the implementation of financial incentives in firms. On the basis of scientific papers we discuss theoretical models, descriptive analyses, (advanced) econometric studies, and case studies.

1. Principal-agent theory
2. Do top managers earn too much?
3. Performance-based payment
4. Implementation of performance-based payment in companies
5. Seniority payment
6. Impact of seniority payment on employment
7. Efficiency wages
8. Team incentives