

Incentives in Organisations (Master)

Winter Term 2021/2022

Hours per Week

Lecture: Prof. Dr. Thomas Zwick

Weekly lecture from 20.10.2021 to 09.02.2022

- Wednesday 4 pm to 6 pm (c.t.) (HS 414)

Tutorial: Patrick Sturm, M.Sc.

Weekly session from 28.10.2021 to 10.02.2022

- Thursday 4 pm to 6 pm (c.t.) (Sparkassen Hörsaal)

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? (application)
3. Performance-based payment
4. Implementation of performance-based payment in companies (application)
5. Seniority payment (with application)
6. Financial incentives to work after retirement (with application)
7. Efficiency wages (with case study)
8. Team incentives (with case study)