

Incentives in Organisations (Master)

Winter Term 2022/2023

Hours per Week

Lecture: Prof. Dr. Thomas Zwick

Weekly lecture from 19.10.2022 to 08.02.2023

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

Tutorial: Patrick Sturm, M.Sc.

Weekly tutorial from 27.10.2022 to 09.02.2023

- Thursday 4 pm to 6 pm (c.t.) (HS 166)

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