

# Incentives in Organisations (Master)

Winter Term 2023/2024

## Hours per Week

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**Lecture: Prof. Dr. Thomas Zwick**

Weekly lecture from 18.10.2023 to 07.02.2024

- Wednesday                      4 pm to 6 pm (c.t.)    (HS 413)

**Tutorial: Patrick Sturm, M.Sc.**

- Thursday                        12 pm to 2 pm (c.t.)    (Sparkassen-Hörsaal)

## Exam

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Written exam at the end of the semester

## Content

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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