

Module title		Abbreviation
Incentives in Organizations		12-M-AO-182-m01
Module coordinator		Module offered by
Holder of the Chair of Human Resource Management and Organisation		Faculty of Business Management and Economics
ECTS	Method of grading	Only after succ. compl. of module(s)
5	numerical grade	--
Duration	Module level	Other prerequisites
1 semester	graduate	--
Contents		
<p>Based on the classical principal-agent theory, this course discusses methodological and empirical aspects of incentives in organisations. It uses contents from advanced text books and original (mainly empirical) research articles.</p> <p>Outline of syllabus</p> <ol style="list-style-type: none"> 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) 		
Intended learning outcomes		
Students acquire a working knowledge of key incentive models, selected empirical applications and the necessary econometric background. This enables them to identify the advantages and disadvantages of different incentive systems that are applied in the enterprise context, to make informed management analyses and to critically evaluate current controversies and developments as well as to conduct their own research.		
Courses (type, number of weekly contact hours, language – if other than German)		
V (2) + Ü (2) Module taught in: English		
Method of assessment (type, scope, language – if other than German, examination offered – if not every semester, information on whether module is creditable for bonus)		
a) written examination (approx. 60 minutes) or b) term paper (approx. 15 pages) Language of assessment: German and/or English		
Allocation of places		
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Additional information		
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Workload		
150 h		

Teaching cycle

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Referred to in LPO I (examination regulations for teaching-degree programmes)

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Module appears in

Master's degree (1 major) Management (2018)
 Master's degree (1 major) International Economic Policy (2018)
 Master's degree (1 major) China Business and Economics (2019)
 Master's degree (1 major) China Language and Economy (2019)
 Master's degree (1 major) Information Systems (2019)
 Master's degree (1 major) China Business and Economics (2021)
 Master's degree (1 major) China Language and Economy (2021)
 Master's degree (1 major) Economathematics (2021)
 exchange program Business Management and Economics (2022)