

# ANREIZE IN UNTERNEHMEN: TEIL I

UWE JIRJAHN

Stand: 03.07.2015

1. Mikroökonomische Grundlagen
  - 1.1 Entscheidungstheorie unter Unsicherheit
  - 1.2 Spieltheorie
2. Leistungsentlohnung
  - 2.1 Absolute Leistungsentlohnung
  - 2.2 Relative Leistungsentlohnung und Risikoreduzierung
  - 2.3 Relative Leistungsentlohnung und wechselseitige Sabotage
  - 2.4 Kollektive Leistungsanreize und Free Riding
  - 2.5 Leistungsentlohnung und Selbstselektion
  - 2.6 Anreize und Märkte: Strategische Delegation
  - 2.7 Extrinsische und intrinsische Motivation
  - 2.8 Managerentlohnung
3. Corporate Governance
  - 3.1 Elemente und Systeme der Corporate Governance
  - 3.2 Shareholder Value Ansatz im Spannungsfeld von Verteilung und Anreizen
  - 3.3 Stakeholder Ansatz: Mitbestimmung
  - 3.4 Stakeholder Ansatz: Corporate Social Responsibility
4. Behavioral Economics
  - 4.1 Experimente und Spieltheorie
  - 4.2 Schnelles Denken und langsames Denken

## Literatur

- Aggarwal, R.K. and A. Samwick. 1999. "Executive Compensation, Strategic Competition and Relative Performance Evaluation: Theory and Evidence," *Journal of Finance* LIV: 1999-2043.
- Askildsen, J.E., U. Jirjahn and S.C. Smith. 2006. "Works Councils and Environmental Investment: Theory and Evidence from German Panel Data," *Journal of Economic Behavior and Organization* 60: 346-372.
- Camerer, C. 2003. *Behavioral Game Theory: Experiments in Strategic Interaction*, Princeton University Press.
- Cornelissen, T., J.S. Heywood and U. Jirjahn. 2011. "Performance Pay, Risk Attitudes and Job Satisfaction," *Labour Economics* 18: 229-239.
- Fabbri, F. and D. Marin. 2012. "What Explains the Rise in CEO Pay in Germany? A Panel Data Analysis für 1977-2009," IZA Discussion Paper No. 6420, Bonn.

- Fiss, Peer C. and Edward J. Zajac. 2004. "The Diffusion of Ideas over Contested Terrain: The (Non)adoption of Shareholder Value Orientation among German Firms," *Administrative Science Quarterly* 49: 501 – 534.
- Freeman, Richard and Edward Lazear. 1995. "An Economic Analysis of Works Councils," in *Works Councils – Consultation, Representation and Cooperation*, edited by Rogers J. and Streeck W., Chicago, University of Chicago Press: 27 – 52.
- Gielen, A.C., M.J.M. Kerkhofs and J.C. van Ours. 2010. "How Performance Related Pay Affects Productivity and Employment," *Journal of Population Economics* 23: 291 – 301.
- Gneezy, U., S. Meier and P. Rey-Biel. 2011. "When and Why Incentives (Don't) Work to Modify Behavior," *Journal of Economic Perspectives* 25: 191 – 209.
- Heywood, J.S. and U. Jirjahn. 2009. "Profit Sharing and Firm Size: The Role of Team Production," *Journal of Economic Behavior and Organization* 71: 246-258.
- Huebler, O. and U. Jirjahn. 2003. "Works Councils and Collective Bargaining in Germany: The Impact on Productivity and Wages," *Scottish Journal of Political Economy* 50: 471 – 91.
- Jackson, G., Hoepner, M., and Kurdelbusch, A. (2005) Corporate governance and employees in Germany: changing linkages, complementarities and tensions, in Gospel, H. and Pendleton, A. (eds.) *Corporate Governance and Labour Management: an International Comparison*, Oxford University Press, 84–121.
- Jirjahn, U. 1998. *Effizienzwirkungen von Erfolgsbeteiligung und Partizipation: Eine mikroökonomische Analyse*, Frankfurt/Main: Campus.
- Jirjahn, U. 2010. "Corporate Governance," in: C. Scholz (Hrsg.), *Vahlens Großes Personalexikon*, München: Verlag Vahlen.
- Jirjahn, U. 2015a. "Performance Pay and Productivity: The Moderating Role of a High Wage Policy," Research Papers in Economics No. 4/15, University of Trier.
- Jirjahn, U. 2015b. "Which Employers Regard the Threat of Dismissal as a Suitable Incentive to Motivate Workers?" Research Papers in Economics No 6/15, University of Trier.
- Kahneman, D. 2012. *Schnelles Denken, Langsames Denken*. Siedler Verlag, München.
- Kitzmueller, M. and J. Shimshack. 2012. "Economic Perspectives on Corporate Social Responsibility," *Journal of Economic Literature*, 50: 51–84.
- Kräkel, M. 2012. *Organisation und Management*. Mohr Siebeck Tübingen.
- Lazear, E.P. and R. Gibbs. 2009. *Personnel Economics for Managers*. New York: Wiley.
- Milgrom, Paul and John Roberts. 1992. *Economics, Organization and Management*. McMillan.
- Murphy, K. 1999. "Executive Compensation," in O. Ashenfelter and D. Card, eds., *Handbook of Labor Economics* Vol. 3.
- Neuberger, O. 1990. *Führen und geführt werden*. Stuttgart: Enke.
- Snyder, Christopher and Nicholson, Walter. 2012. *Microeconomic Theory: Basic Principles and Extensions*. 11<sup>th</sup> edition. South-Western CENGAGE Learning.

Tirole, J. 1998. *Industrieökonomik*. 2. Auflage, Oldenbourg.

Tirole, J. 2001. "Corporate Governance," *Econometrica* 69: 1–35.

Vitols, Sigurt. 2004. "Negotiated Shareholder Value: The German Variant of an Anglo-American Practice," *Competition and Change* 8: 357 – 374.

Vitols, S. 2005. "German Corporate Governance in Transition: Implications of Bank Exit from Monitoring and Control," *International Journal of Disclosure and Governance* 2: 357 – 367.