

1. Record Nr.	UNINA9910438252103321
Autore	Fehrenbacher Dennis D
Titolo	Design of incentive systems : experimental approach to incentive and sorting effects // Dennis D. Fehrenbacher
Pubbl/distr/stampa	Berlin ; ; Heidelberg, : Springer-Verlag, 2013
ISBN	3-642-33599-3
Edizione	[1st ed. 2013.]
Descrizione fisica	1 online resource (293 p.)
Collana	Contributions to Management Science, , 1431-1941
Disciplina	658.3142
Soggetti	Incentive awards Incentive (Psychology) Incentives in industry
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	1 Introduction -- 2 An Integrative Framework of Influences on Behavior -- 3 Experimental Design -- 4 Formulation of Hypotheses -- 5 Operationalization and Data Analysis Methods -- 6 Findings -- 7 Discussion and Outlook.
Sommario/riassunto	Monetary incentives, as a driving force for human behavior, are the main theme of this book. The primary goals underlying the application of monetary incentive systems in companies are motivating employees to strive for superior productivity in line with the interests of employers, and hiring adequately skilled employees. The first goal refers to incentive effects, the latter to sorting effects. This book introduces important theories and concepts concerning behavior under influence of monetary incentives; it reviews existing economic frameworks and identifies specific contingency variables. Based on an integrative framework of elements influencing incentive and sorting effects, a laboratory experiment is presented including detailed methodological discussion on experimentation and data analysis as well as an extensive presentation of findings and discussion of implications.