



Mitarbeitermotivation. Materielle Motivationsinstrumente und Anreizsysteme (German Edition)

Jochen Laufer

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Akademische Arbeit aus dem Jahr 2004 im Fachbereich BWL - Personal und Organisation, Note: 2,0, Fachhochschule Kaiserslautern, Sprache: Deutsch, Abstract: Eine Grundvoraussetzung für die Motivierung des Mitarbeiters durch die Führungskraft ist eine gerechte Entlohnung, da sie dessen Zufriedenheit und Arbeitsleistung steigert. Die Vergütung sollte zum einen den mit der Arbeitsaufgabe verbundenen Anforderungen entsprechen und der Effizienz des Arbeitseinsatzes gerecht werden. Andererseits ist darauf zu achten, dass auch das Lebensalter, die Betriebszugehörigkeit, der Familienstand usw. bei der Gestaltung des Entgeltes berücksichtigt werden. Bei Vergütung und Gehaltserhöhungen ist ferner von Bedeutung, dass für die Zufriedenheit mit der Bezahlung nicht die absolute, sondern die relative Lohnhöhe, d. h. der soziale Vergleich, entscheidend ist. Zudem tragen bei bereits hohen Einkommen weitere Gehaltserhöhungen nur wenig dazu bei, den Arbeitseinsatz zu erhöhen. Der Fokus dieser Arbeit liegt auf Mitarbeitermotivation durch materielle, insbesondere durch finanzielle Instrumente.

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