

Turnierentlohnung Und Anstrengung Der Sportler - Golf Und Andere Beispiele: Golf Und Andere Beispiele - Yves Gr¹/₄ninger

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Inwiefern das Entlohnungssystem von Arbeitskräften eine Auswirkung auf deren Produktivität hat, war schon oft Gegenstand von empirischen Untersuchungen. Lazear (2000) beispielsweise dokumentiert den Unterschied der Produktivität der Arbeitskräfte vor und nach dem Übergang von Stundenlöhnen zu Stücklöhnen und stellt eine signifikante Zunahme der Produktivität fest.¹ Der Turnierentlohnung als Spezialform der Leistungsentlohnung hingegen, wurde bislang deutlich weniger Gewicht verliehen. Die vorliegende Arbeit befasst sich denn auch genau mit dieser Form der Entlohnung und untersucht die Wirkung der gesetzten Anreize auf die Anstrengung der Turnierteilnehmer. Dabei bietet sich der Sport als Untersuchungsgebiet an, weil Daten über die Anreize für die Teilnehmer (Preisverteilung) vorhanden sind und unter gewissen Bedingungen die Anstrengung über den erzielten Output (Rang) messbar ist.² Zudem existieren gute Angaben über individuelle Attribute der einzelnen Arbeitnehmer (Sportler), die Gehälter sind recht transparent und die gesamte Karriere der Sportler kann vollständig verfolgt werden.³ Da diese Statistiken auch durchgehend detaillierter und genauer sind als typische mikroökonomische Daten, erachte ich es als sinnvoll, verschiedene Analysen aus dem Sport miteinander zu vergleichen. Ziel der vorliegenden Arbeit ist es, die Turnierentlohnung auf ihre Anreizwirkungen hin zu untersuchen und im besten Fall allgemeingültige Erkenntnisse zu erhalten. (...)

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