

Crowding Effects On Intrinsic Motivation

Behaviorally informed health policy? : patient autonomy, active choosing, and paternalism / Cass R. Sunstein -- Three choice architecture paradigms for healthcare policy / Russell Korobkin -- Can behavioral economics save healthcare reform? / Alan M. Garber -- Seven ways of applying behavioral science to health policy / Michael Hallsworth -- What can PPACA teach us about behavioral law & economics? / David A. Hymen and Thomas S. Ulen -- Bad medicine : does the unique nature of healthcare decisions justify nudges? / Mark D. White -- Nudging and benign manipulation for health / Nir Eyal -- The political morality of nudges in healthcare / Jonathan Gingerich -- An ethical framework for public health nudges: a case study of incentives as nudges for vaccination in rural india / Jennifer Blumenthal-Barby, Zainab Shipchandler, and Julika Kaplan -- Behavioral economics and food policy : the limits of nudging / Andrea Freeman -- Cost-sharing as choice architecture / Christopher T. Robertson -- Using behavioral economics to promote physicians' prescribing of generic drugs and follow-on biologics : what are the issues? / Ameet Sarpatwari, Niteesh K. Choudhry, Jerry Avorn, and Aaron S. Kesselheim -- Towards behaviorally informed policies for consumer credit decisions in self-pay medical markets / Jim Hawkins -- Extrinsic incentives, intrinsic motivation, and motivational crowding-out in health law and policy / Kristin Underhill -- Do financial incentives reduce intrinsic motivation for weight loss? : evidence from two tests of crowding-out / Aditi P. Sen, David Huffman, George Loewenstein, David A. Asch, Jeffrey T. Kullgren, and Kevin G. Volpp -- Affective forecasting in medical decision-making : what do physicians owe their patients? / Jennifer L. Zamzow -- Behavioral economics in the physician-patient relationship : a possible role for mobile devices and small data / Alexander M. Capron and Donna Spruijt-Metz -- The perilous promise of privacy : ironic influences on disclosure of health information / Ester Moher and Khaled El Emam -- Procedural justice by default : addressing medicare's backlog crisis / Matthew J.B. Lawrence -- Measuring the welfare effects of a nudge : a different approach to evaluating the individual mandate / Manisha Padi and Abigail R. Moncrieff -- Better off dead-paternalism and persistent unconsciousness / Sarah Conly -- Improving healthcare decisions through a shared preferences and values approach to surrogate selection / Nina A. Kohn -- Consumer protection in genome sequencing / Barbara J. Evans -- Forced to choose again : the effects of defaults on individuals in terminated health plans / Anna D. Sinaiko and Richard J. Zeckhauser -- Presumed consent to organ donation / David Orentlicher

Strategic management of HR in health care is important in delivering high-quality patient care. This volume of Advances in Health Care Management which focuses on Human Resource Management aims to explore the strategic role that HRM can play in delivering high quality and affordable health care.

Social-ecological challenges call for a far better integration of the social sciences into conservation training and practice. Environmental problems are, first and foremost, people problems. Without better understandings of the people involved, solutions are often hard to come by, regardless of expertise in biology, ecology, or other traditional conservation sciences. This novel book provides an accessible survey of a broad range of theories widely applicable to environmental problems that students and practitioners can apply to their work. It serves as a simple reference guide to illuminate the value and utility of social science theories for the practice of environmental conservation. As part of the Techniques in Ecology and Conservation Series, it will be a vital resource for conservation scientists, students, and practitioners to better navigate the social complexities of applying their work to real-world problem-solving.

This research enriches social entrepreneurship motivation theory by suggesting that whichever entrepreneurial path is chosen, extrinsic and intrinsic motivations apply, yet appear to have different weightings in stimulating intentions to pursue entrepreneurship, as well as being inversely related.

Processes and Perspectives

Public Economics and the Environment in an Imperfect World

SOCIAL ENTREPRENEURSHIP MOTIVATION

Communication Ethics Now

Motivation in Public Management

Frontiers in International Management Research

??This book attempts to link some of the recent advances in crowdsourcing with advances in innovation and management. It contributes to the literature in several ways. First, it provides a global definition, insights and examples of this managerial perspective resulting in a theoretical framework. Second, it explores the relationship between crowdsourcing and technological innovation, the development of social networks and new behaviors of Internet users. Third, it explores different crowdsourcing applications in various sectors such as medicine, tourism, information and communication technology (ICT), and marketing. Fourth, it observes the ways in which crowdsourcing can improve production, finance, management and overall managerial performance. Crowdsourcing, also known as “massive outsourcing” or “voluntary outsourcing.” is the act of taking a job or a specific task usually performed by an employee of a company or contractors, and outsourcing it to a large group of people or a community (crowd or mass) via the Internet, through an open call. The term was coined by Jeff Howe in a 2006 issue of Wired magazine. It is being developed in different sciences (i.e., medicine, engineering, ICT, management) and is used in the most successful companies of the modern era (i.e., Apple, Facebook, Inditex, Starbucks). The developments in crowdsourcing has theoretical and practical implications, which will be explored in this book. Including contributions from international academics, scholars and professionals within the field, this book provides a global, multidimensional perspective on crowdsourcing.?

Bachelor Thesis from the year 2005 in the subject Business economics - General, grade: 1.3, Otto-von-Guericke-University Magdeburg, 52 entries in the bibliography, language: English, abstract: This paper is concerned with an economic analysis of Frey's Motivation Crowding-Out Theory, which states that monetary rewards crowd-out intrinsic motivation. Crowding-out effects, conditions as well as implications for economics will be examined in detail by analyzing the highly controversial psychological and economic, mainly human resource, literature. Throughout the paper, the question whether crowding-out effects are of relevance to classical economic theory will be looked at from different point of views. Finally, a conclusion suggests that at this state of information an integration of the concept of crowding-out is not recommendable.

Motivation in Public Management: The Call of Public Service joins a long-standing debate about what drives the behavior of government employees and others who are engaged in the public's business. For many centuries, public service was considered a noble calling and, more recently, a profession. During the latter part of the 20th century, however, many scholars called into question both the reality and desirability of a public service ethic. This book draws upon a substantial and growing body of evidence from across disciplines in the social, behavioral, and natural sciences. It asks and answers key questions about the extent to which behavior is fundamentally self- or other-regarding. To paraphrase James Madison, 'public servants are not angels,' but neither are they self-aggrandizing opportunists. The evidence presented in this volume offers a compelling case that motivation theory should be grounded not only in rational choice models, but altruistic and prosocial perspectives as well. In addition to reviewing evidence from many disciplines, the volume extensively reviews research in public management conducted under the rubric of 'public service motivation'. The volume is a comprehensive guide to history, methodology, empirical research, and institutional and managerial implications of research on public service motivation. As the contributors illustrate, the implications transcend particular sectors or countries.

Knowledge work(ers) - The challenges; Managing and measuring knowledge work; Resources for effective knowledge work; How IC technology can support knowledge workers; Practising effective knowledge work

Economic Ideas You Should Forget

Organizing Smart Buildings and Cities

Answers to the Management Challenges of the 21st Century

Third European Conference on Knowledge Managemnt

Corporate Governance and Firm Organization

Advances in Crowdsourcing

Theoretically and empirically informed studies on the role and efficiency of the public sector, public wage and employment policy, privatization, tax policy, and fiscal sustainability. The public sector has grown substantially in the last fifty years. In the euro area, for example, total government expenditures have been around fifty percent of GDP since the early 2000s, resulting in a growing tax burden or high public debt or both. At the same time, government had intervened in all aspects of economic life, from the provision of public goods and services to product and labor market regulation. Research shows that the effect of government size on economic performance is positive in countries where the public sector is efficient but negative in countries where it is inefficient. In this book, experts from academe and central banking discuss reforms that would make the public sector more efficient and/or more equitable. After a rich review of the public sector reform policy agenda, with particular attention to the role of the public sector and how to improve the provision of public goods and services, the contributors offer theoretically and empirically informed perspectives on some specific policy topics. These include public wage and employment policy, the role of international institutions such as the World Bank in promoting public sector reforms, the optimal mix of tax policy, the measurement of public sector efficiency, and the study of fiscal sustainability. The contributors relate these topics to such deeper issues as individual incentives as well as to policy debates over privatization, and austerity. Contributors Konstantinos Angelopoulos, Stylianos Asimakopoulos, Danilo Ballanti, Roberto A. De Santis, Roberto Dispotico, George Economides, Pedro Gomes, Gabriella Legrenzi, James Malley, Costas Milas, Ilaria Petrarca, Apostolis Philippopoulos, Francesco Porcelli, Roberto Ricciuti, Lodewijk Smets, Peter Birch Sørensen, Petros Varthalitis, Francesco Vidoli

Much like their authors, the ideas behind books can grow and change on the way from proposal to manuscript. I originally planned to join the discussion on care and economics at a different, more policy-oriented level, hoping to identify the conditions under which caring services are taken to the market. In approaching the task, however, I realized that economic science lacked an overall concept of caring. Economists' notions of caring and their knowledge of its basic elements and structural characteristics were fragmented. Caring activities were treated in the context of household work, unpaid work, or subsistence and informal work. None of the different approaches shared a common frame of reference. This has made it impossible to study caring activities across the various realms of the economy, independent of whether provided in a family setting, purchased on the market, or supplied by the state or society. I therefore found I had to begin my questioning earlier, at the level of basic understandings and concepts.

This book contributes to the understanding of Knowledge Governance in the Multinational Corporation. Intra-firm and inter-firm processes of knowledge creation, sharing and exploitation have attracted increasingly managerial and scholarly interest. However the relation between particular knowledge processes, determinants of organizational choices, governance mechanisms, their relevant costs and benefits, and associated strategic advantages remain less well understood. To address these challenges, this book gives answers to the following questions. What are key challenges of governing knowledge in the multinational corporation? How do contingencies influence relevant trade-offs? How do sets of governance mechanisms respond to problems of cognition and incentives?

This cutting-edge Research Handbook brings together international scholars to provide a comprehensive overview of motivation within and beyond the field of public administration. Discussing the implications of contemporary research for theory and practice, it offers suggestions for the development of future research in the field.

Impacts and Institutional Drivers

A Practical Guide

EBOOK: Management Control Systems, 2e

Effective Knowledge Work

The Handbook of Peer Production

Rethinking Public Service Delivery

The definitive reference work with comprehensive analysis and review of peer production Peer production is no longer the sole domain of small groups of technical or academic elites. The internet has enabled millions of people to collectively produce, revise, and distribute everything from computer operating systems and applications to encyclopedia articles and film and television databases. Today, peer production has branched out to include wireless networks, online currencies, biohacking, and peer-to-peer urbanism, amongst others. The Handbook of Peer Production outlines central concepts, examines current and emerging areas of application, and analyzes the forms and principles of cooperation that continue to impact multiple areas of production and sociality. Featuring contributions from an international team of experts in the field, this landmark work maps the origins and manifestations of peer production, discusses the factors and conditions that are enabling, advancing, and co-opting peer production, and considers its current impact and potential consequences for the social order. Detailed chapters address the governance, political economy, and cultures of peer production, user motivations, social rules and norms, the role of peer production in social change and activism, and much more. Filling a gap in available literature as the only extensive overview of peer production's modes of generating informational goods and services, this groundbreaking volume: Offers accessible, up-to-date information to both specialists and non-specialists across academia, industry, journalism, and public advocacy Includes interviews with leading practitioners discussing the future of peer production Discusses the history, traditions, key debates, and pioneers of peer production Explores technologies for peer production, openness and licensing, peer learning, open design and manufacturing, and free and open-source software The Handbook of Peer Production is an indispensable resource for students, instructors, researchers, and professionals working in fields including communication studies, science and technology studies, sociology, and management studies, as well as those interested in the network information economy, the public domain, and new forms of organization and networking.

This year's issue contains several articles about eSports. This time there are more research articles included. The topics range from research about eSports spectatorship, the informal roles in Counter-Strike Teams, a potential reverse gamification effect, the chances of eSports being an Olympic discipline, the connection between League of Legend teams and the owning corporations, the ergonomics in eSports and the health perception of gamers, to the potential shift in FPS games. The book is a statement: eSports is not only booming in the business context but increasingly gains attention in research as well.

Winner of the 2014 Academy of Management Public-Nonprofit (PNP) Division Best Book Award Many public services today are delivered by external service providers such as private firms and voluntary organizations. These new ways of working – including contracting, partnering, client co-production, inter-governmental collaboration and volunteering – pose challenges for public management. This major new text assesses the ways in which public sector organizations can improve their services and outcomes by making full use of the alternative ways of getting things done.

This comprehensive, four-volume work presents practical, up-to-date recommendations in areas impacting all job applicants and employees, including work/life balance, diversity management, performance, recruitment, training programs, and employee conflict.

Careful Economics

Corporate Social Responsibility and SMEs

Promoting Innovation and Participation

Knowledge Governance

Quality management in food chains

Trinity College Dublin, Ireland, 24-25 September 2002

EBOOK: Management Control Systems, 2e

While there are many books on knowledge management, knowledge governance is a concept that has not been so well explored, and is much less understood. Knowledge governance refers to choosing structures and mechanisms that can influence the processes of sharing and creating knowledge. The book argues that knowledge governance is a distinct issue in management and organization because knowledge processes differ on several dimensions from routine and more traditional processes. The relationship between governance issues and knowledge processes is under-researched, theoretically as well as empirically. Thematically, knowledge governance cuts across fields such as general management, human resource management, the management of intellectual capital, innovation theory, strategic management, technology strategy, and international business. Not surprisingly, existing ideas are developed from the perspectives of different fields and from different underlying disciplinary foundations; however, it often remains unclear how these ideas relate together and how they differ in terms of unit of analysis, mode of analysis, underlying logic and assumptions, etc. This book is an important step towards overcoming the existing fragmentation in the field by providing a multi-disciplinary collection of chapters on knowledge governance. While the single chapters accentuate the pluralism in the field, they all examine issues that constitute the essence of knowledge governance.

Recent scandals involving large firms, in the US and elsewhere, have intensified discussion regarding the role and conduct of the corporation. The contributors to this book argue that much of this debate has taken too narrow a view of the issue of corporate governance, and question some of the key assumptions of economic models. Drawing on insights from a variety of fields, including management studies, organization studies, economics and finance, political science, sociology, psychology, and legal studies, the contributors argue that these models fail to take account of the varied and complex behaviour of actors within the corporation. Instead the organizational, cognitive, and motivational foundations of governance problems and possible solutions are re-worked to produce a broader conception of governance. The book contains chapters from leading international management scholars, including: Masahiko Aoki, Margaret Blair, John Child, Alvaro Cuervo-Cazurra, Bruno Frey, Anna Grandori, Joseph Lampel, Ryon Lancaster, William Laznick, Siegwart Lindenberg, Patrick Moreton, Margit Osterloh, Michael Piore, Andrea Prencipe, Suzana Rodrigues, Mark Roe, Giuseppe Soda, Steen Thomsen, Brian Uzzi, Paul Windolf, and Todd Zenger. Corporate Governance and Firm Organization provides an important contribution to the corporate governance debate, and will be essential reading for academics and graduate students of corporate governance, business and management, economics, finance, sociology, and law; Consultants, professionals, and policy-makers working in the area of corporate governance.

A path-breaking analysis of the relationship between economic institutions and values.

The Law of Good People

Economics, Values, and Organization

Applying Evidence-Based Insights in Change Management Practice

Critical Perspectives on Business and Management

The Cambridge Handbook of Psychology and Economic Behaviour

Experimental Evidence

There has recently been an escalated interest in the interface between psychology and economics. The Cambridge Handbook of Psychology and Economic Behaviour is a valuable reference dedicated to improving our understanding of the economic mind and economic behaviour. Employing empirical methods - including laboratory and field experiments, observations, questionnaires and interviews - the Handbook provides comprehensive coverage of theory and method, financial and consumer behaviour, the environment and biological perspectives. This second edition also includes new chapters on topics such as neuroeconomics, unemployment, debt, behavioural public finance, and cutting-edge work on fuzzy trace theory and robots, cyborgs and consumption. With distinguished contributors from a variety of countries and theoretical backgrounds, the Handbook is an important step forward in the improvement of communications between the disciplines of psychology and economics that will appeal to academic researchers and graduates in economic psychology and behavioral economics.

Reporting on cutting-edge advances in economics, this book presents a selection of commentaries that reveal the weaknesses of several core economics concepts. Economics is a vigorous and progressive science, which does not lose its force when particular parts of its theory are empirically invalidated; instead, they contribute to the accumulation of knowledge. By discussing problematic theoretical assumptions and drawing on the latest empirical research, the authors question specific hypotheses and reject major economic ideas from the “Coase Theorem” to “Say’s Law” and “Bayesianism.” Many of these ideas remain prominent among politicians, economists and the general public. Yet, in the light of the financial crisis, they have lost both their relevance and supporting empirical evidence. This fascinating and thought-provoking collection of 71 short essays written by respected economists and social scientists from all over the world will appeal to anyone interested in scientific progress and the further development of economics.

Despite the popularity of organizational change management, the question arises whether its prescriptions and dominant beliefs and practices are based on solid and convergent evidence. Organizational change management entails interventions intended to influence the task-related behavior and associated results of an individual, team, or entire organization. There is a perception that a lot of change initiatives fail and limited understanding about what works and what does not and why. Drawing on the field of psychology and based on primary research, Reconsidering Change Management identifies 18 popular and relevant commonly held assumptions with regard to change management that are then analyzed and compared to the four specific themes laid out in the book (people, leadership, organization, and change process), resulting in their own set of assumptions. Each assumption will have a brief introduction in which its relevance and popularity is explained. By studying the scientific evidence, in particular meta-analytic evidence, the book provides students and academics in the fields of change management, organizational behavior, and business strategy the best available evidence for the acceptance or dropping of certain (change) management assumptions and their accompanying practices. By exploring the topics people, leadership, organization, and process, and the related assumptions, change management is restructured and reframed in a prudent, positive, and practical way.

The United Nations included sustainable cities and communities in its 2030 SDGs. Cities and, on a smaller scale, neighborhoods, building managers and firms are now adopting technologies and information systems to help achieve the energy, economic, social and environmental transition. This volume gathers contributions on the key organizational success factors for this transition. To do so, it analyzes the role of information systems, use of data, and technological assistance solutions from multiple perspectives. The goal is to develop a framework that can successfully apply information systems to organizational and environmental issues for smart cities and smart buildings. Accordingly, the book addresses living-lab experiment evaluation techniques, and provides critical analyses of the role of the environment, context and users’ behavioral responses. In addition, it discusses key questions on the efficient management of resources, need for appropriate IT solutions, and employing co-creation with users to improve planning and organization.

Public Sector Economics and the Need for Reforms

Nudging Health

Strategic Human Resource Management in Health Care

Knowledge Flows, Governance and the Multinational Enterprise

Cognition, Rationality, and Institutions

The Danish Bibliometric Research Indicator at Work

A close-to-ideal blend of suburb and city, speedy construction of towers of Babylon, the sparkling proportion of glass and steel buildings’ facade at night showcase the wisdom of humans. They also witness the footsteps, sweats and tears of architects and engineers. Unfortunately, these signatures of human civilizations are swathed in towering figures of construction accidents. Fretting about these on sites, different countries adopt different measures on sites. This book firstly sketches the construction accidents on sites, followed by a review on safety measures in some of the developing countries such as Bermuda, Egypt, Kuwait and China; as well as developed countries, for example, the United States, France and Singapore. It also highlights the enormous compensation costs with the courts’ experiences in the United Kingdom and Hong Kong.

This paper tests motivational crowding out in the domain of charitable giving. A novelty is that our experiment isolates alternative explanations for the decline of giving such as strategic considerations of decision makers. Moreover, preference elicitation allows us to focus on the reaction of donors characterized by different degrees of intrinsic motivation. In the charitable-giving setting subjects donate money to the German “Red Cross” in two consecutive stages. The first dictator game is modified, i.e., donors face with equal probability an ex post reimbursement or a subsequent pay. The second game is a standard dictator game where we control for the decline of giving. We find that subjects with a high degree of intrinsic motivation, who received a reimbursement, reduce their donations more than four times as much as equally motivated individuals who did not experience a payment.

Institutions are rules that are supported by various enforcement mechanisms. Cognition refers to the process of how men perceive and process information, whereas rationality refers to how these processes are modelled. Within institutional economics there is a growing scepticism towards extending the conventional economic frame of analysis to institutions. In particular, the notion of perfect rationality is increasingly questioned. At the same time human cognition has become a major field of research in psychology. This book explores what institutional economics can learn from cognitive psychology regarding the proper modelling of rationality in order to explain institutional change.

Growing populations and economies have increased the public’s awareness that the world’s environmental resources are finite. The issues of global warming and the depletion of the ozone layer have given universal significance to what were once local and regional pollution problems. What is evident from Public Economics and the Environment in an Imperfect World is that Coasian negotiations fail to internalize the costs of environmental degradation, often calling for public intervention through the market mechanism. In its consideration of such issues the book includes contributions on assessment problems, institutional aspects, the need for coordination and efficiency, and distribution issues.

Social Science Theory for Environmental Sustainability

The Call of Public Service

Managing with External Providers

Reconsidering Change Management

Health Law and Behavioral Economics

Motivational Crowding Out Effects in Charitable Giving

This publication comprises material on recent studies on quality management in agri-food chains. Due to several food crisis’s (e.g. BSE, Foot-and-Mouth disease) and growing demands for food quality and safety, quality management systems and quality assurance schemes have been widely adopted in different countries in recent years. Scientific knowledge about the features, the acceptance and the effectiveness and efficiency of these newly introduced quality management initiatives, has remained scarce until now. The material by experts in the field, focuses on the evaluation of quality management systems and quality assurance schemes. The main issues are the costs and benefits of quality management given the influence of the public sector and consumers’ expectations about food quality and safety. Not only are benchmarking and harmonisation methods examined with regard to their impact on the effectiveness of quality assurance schemes, but, also the role of trust, cooperation and integration for efficient quality management is discussed. Different economic theories such as microeconomics, organization and marketing theory as well as advanced statistical methods are applied. Concepts are discussed from the various points of view of industrialised, export-oriented and developing countries throughout the book. The information in this book give a comprehensive review of quality management concepts in food chains and highlight future research directions from a global perspective. This book is of interest to all those who concern themselves with the topic, be it in academia or in the professional sector.

I highly recommend this book to all economists. It is well written, informative and a pleasure to read. The first chapter, in particular, “Inspiring, Dismal or Boring Economics?” should be made required reading for all graduate students in economics, and even more so for their professors, especially at leading universities in the United States. Yew-Kwang Ng, Journal of Economic Literature Instead of ignoring the challenge to rational behaviour posed by several anomalies in behaviour, or abandoning rationality in the face of this challenge, Bruno Frey’s Inspiring Economics provides a valuable extension of rational behaviour to incorporate these anomalies. This is an exhilarating study that I strongly recommend to everyone, including those like myself, who believe that the importance of these anomalies are sometimes exaggerated. Gary S. Becker, Stanford University, US Bruno Frey is one of a number of modern economists who believe (as I do) that economics should be importing rather than exporting ideas from elsewhere in the social sciences. In these sparkling essays, he shows that rational choice theory is enriched and sometimes revised by taking account of non-monetary rewards and incentives. With Frey, economics once again becomes an inspiring behavioural science. Mark Blaug, University of London and University of Buckingham, UK Economics can be inspiring often taking a stand against convention, achieving challenging results, discussing unorthodox viewpoints and suggesting new policies. Bruno S. Frey illustrates what he perceives to be the inspirational quality of economics and how this differs from the type of economics studied in many academic institutions. He introduces insights into economics from a psychological perspective, dealing with issues such as transformation of anomalies, identification in democracy and crowding effects, and focuses on intrinsic motivation and how it is undermined. Inspiring Economics also looks at the integration of economics and politics, covering topics including popular initiatives and referenda, authoritarian nations and foreign aid, and the way in which the cost of war is reflected on the capital market. This groundbreaking empirical study of human motivation and behaviour will be a fascinating read for those interested in economics and economic theory.

“Mouritzen and Opstrup’s book is a most welcome addition to the subject of the management of academic performance. It is certainly well-worth reading and considering.”—Bruno S. Frey, Permanent Visiting Professor at the University of Basel and Research Director CREMA - Center for Research in Economics, Management and the Arts, Switzerland “Performance Management at Universities could not possibly be more timely. With universities and university faculty throughout the world being pressed to give more evidence and more precise indicators about their productivity, this thoughtful contribution provides a much needed and unusually thoughtful analysis of the possibilities and pitfalls found in current approaches to university performance evaluation. Given policy-makers’ and politicians’ calls for evidence-based management and evaluation, let us hope that policy-makers heed their own rhetoric and act on the evidence provided here. The authors show that performance measures, while sometimes beneficial, are subject to gaming and manipulation and that more precision does not necessarily equate with better performance, but rather altered performance. This superb book should be read by anyone interested higher education evaluation as well as by those who are subjected to it.”—Barry Bozeman, Regents’ Professor, Arizona Centennial Professor of Technology Policy and Public Management, School of Public Affairs, Arizona State University, USA “In Performance Management at Universities, Mouritzen and Opstrup definitively answer the question: What are the effects of national university performance-based funding schemes that use bibliometric indicators? As these schemes have proliferated, the question has become urgent. The authors marshal comprehensive data on the Danish university system to sift through the many predictions commonly made by academics newly subject to these systems to identify what actually happened to Danish research as the system took hold.” —Diana Hicks, Professor, School of Public Policy, Georgia Institute of Technology, USA, and first author on the Leiden Manifesto on research metrics This book gives an account of what can happen when performance management is introduced at universities. How do scholars – for better or worse – respond to a system which counts the number of articles and books? Many myths exist about scholar’s reactions: They cheat, slice their production to the least publishable unit, become more risk averse and will go for the low-hanging fruits; in short, they develop a “taste for publication” at the cost of a “taste of science”. Systematic knowledge about the consequences of such systems for the motivation, behavior and productivity of university scholars is in short supply. The book is a major contribution to remedy this situation.

In mainstream media, there has been wide discussion on what the world will look like when the artificial intelligence (AI) and robotics incursions into traditional human work result in fewer jobs in manufacturing, service industries, and other domains. Turning to automation is a practical endeavor for corporations because of the efficiencies and increased performance it fosters, but these changes have a major impact on humanity. The resulting lack of work has been linked to social ills and human failure to thrive. Maintaining Social Well-Being and Meaningful Work in a Highly Automated Job Market is a pivotal reference source that explores how the world will re-shape as one with less demand for human labor and how to potentially balance how people engage as part-workers and as consumers of others’ creations. Additionally, the book looks at how people will co-create meaningful lives at micro, meso, and macro levels. While highlighting topics such as mobile technology, positive psychological capital, and human capital, this book is ideally designed for technologists, AI designers, robotics designers, policymakers, social engineers, CIOs, politicians, executives, economists, researchers, and students.

Human Motivation in Political Economy

Handbook of American Public Administration

eSports Yearbook 2015/16

Integrating Caring Activities and Economic Science

An Economic Analysis of the Motivation Crowding-out Theory

Construction Safety

This forward-thinking Handbook draws on the expertise of established and emerging scholars to provide a comprehensive review of the current state and future direction of theory and practice in US public administration. Chapters offer a cross-disciplinary, holistic review of the field, pulling together leaders from subfields such as public administration, public and nonprofit management, finance, human resource management, networks, nonprofits, policy, and politics. Chapter authors conclude that the field is intellectually rich and highly nuanced, but also identify numerous opportunities for growth and expansion in the coming years. The Handbook charts an agenda for future research in the field.The Handbook of American Public Administration is geared toward academics, researchers, and advanced graduate students. As an authoritative text on the history and state of US public administration, it proves equally suitable for national and international audiences. Practitioners who may be looking for background information or state-of-the-art knowledge about practice will also benefit from this Handbook.

The world’s people and their leaders face a complex and multifaceted set of ‘eco-social questions’. As the productivity of humanity increases, the negative external environmental effects of production and consumption patterns become increasingly problematic and threaten the human welfare. As the regulating power of national and international governments is limited, this challenge has generated a strong interest in the corporate social responsibility (CSR) of companies. Firms find it increasingly important to meet the expectations of stakeholders with respect to the company’s contribution to profit, planet, and people. The primary aim of this book is to introduce the reader to the impacts and drivers of CSR, with a special focus on small and medium-sized enterprises (SMEs). Research into the social and environmental impacts of CSR is rare. This is a serious gap because if CSR were to fail to have favourable social and environmental impacts on society, the whole concept may become redundant. If societal impacts of CSR are substantial, it is important to know the drivers of CSR. This book considers (1) factors internal to the company, (2) the competitive environment of the company, (3) institutions external to the company, and (4) how the impacts of institutions are mediated or moderated by company internal factors. This book will fill this gap by estimating various types of models that integrate external and internal factors driving CSR and its impacts on environment, innovation, and reputation, making it a valuable resource for researchers, academics, and students in the fields of business management and CSR. Communication lies at the heart of human experience. After all, we know about our world largely through communication. We consume books, advertisements, photographs, letters, newspapers, magazines and the broadcast media. This book draws together pieces from the 2005 volume of ‘Ethical Space’ Journal.

Currently, the dominant enforcement paradigm is based on the idea that states deal with ‘bad people’ - or those pursuing their own self-interests - with laws that exact a price for misbehavior through sanctions and punishment. At the same time, by contrast, behavioral ethics posits that ‘good people’ are guided by cognitive processes and biases that enable them to bend the laws within the confines of their conscience. In this illuminating book, Yuval Feldman analyzes these paradigms and provides a broad theoretical and empirical comparison of traditional and non-traditional enforcement mechanisms to advance our understanding of how states can better deal with misdeeds committed by normative citizens blinded by cognitive biases regarding their own ethicality. By bridging the gap between new findings of behavioral ethics and traditional methods used to modify behavior, Feldman proposes a ‘law of good people’ that should be read by scholars and policymakers around the world.

The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory

Maintaining Social Well-Being and Meaningful Work in a Highly Automated Job Market

Research Handbook on Motivation in Public Administration

Knowledge Management

Reflexive Governance for Global Public Goods

Inspiring Economics

Global public goods (GPGs)--the economic term for a broad range of goods and servicesthat benefit everyone, including stable climate, public health, and economic security--pose notablegovernance challenges. At the national level, public goods are often provided by government, but atthe global level there is no established state-like entity to take charge of their provision. Thecomplex nature of many GPGs poses additional problems of coordination, knowledge generation and theformation of citizen preferences. This book considers traditional public economy theory of publicgoods provision as oversimplified, because it is state centered and fiscally focused. It develops amultidisciplinary look at the challenges of understanding and designing appropriate governanceregimes for different types of goods in such areas as the environment, food security, anddevelopment assistance. The chapter authors, all leading scholars in the field, explore themisalignment between existing GPG policies and actors’ incentives and understandings. They analyzethe complex impact of incentives, the involvement of stakeholders in collective decision making, andthe specific coordination needed for the generation of knowledge. The book shows that governance ofGPGs must be democratic, reflexive--emphasizing collective learning processes--and knowledge basedin order to be effective. The hardcover edition does not include a dustjacket.

Self-determination theory is a theory of human motivation that is being increasingly used by organizations to make strategic HR decisions and train managers. It argues for a focus on the quality of workers’ motivation over quantity. Motivation that is based on meaning and interest is showed to be superior to motivation that is based on pressure and rewards. Work environments that make workers feel competent, autonomous, and related to others foster the right type of motivation, goals, and work values. The Oxford Handbook of Work Motivation, Engagement, and Self-Determination Theory aims to give current and future organizational researchers ideas for future research using self-determination theory as a framework, and to give practitioners ideas on how to adjust their programs and practices using self-determination theory principles. The book brings together self-determination theory experts and organizational psychology experts to talk about past and future applications of the theory to the field of organizational psychology. The book covers a wide range of topics, including: how to bring about commitment, engagement, and passion in the workplace; how to manage stress, health, emotions and violence at work; how to encourage safe and sustainable behavior in organizations; how factors like attachment styles, self-esteem, person-environment fit, job design, leadership, compensation, and training affect work motivation; and how work-related values and goals are forged by the work environment and affect work outcomes.

Challenging States’ Ability to Regulate Human Behavior

Performance Management at Universities

Psychology for Business Success [4 volumes]

Microfoundations and Structural Forms