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"Not Just for the Money?" How Financial

SYMPOSIUM ON PUBLIC SERVICE MOTIVATION

"Not Just for the Money?" How Financial Incentives Affect the Number of Publications at Danish Research Institutions

Lotte Bøgh Andersen & Thomas Pallesen

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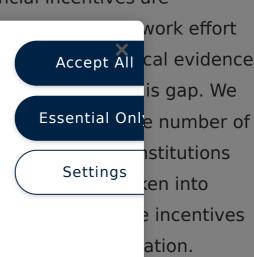
ABSTRACT

Do public employees work "for the money?" Do financial incentives determine their work effort? The literature gives conflicting answers, but Frey (1997) offers a possible explanation: If financial incentives are perceived as supportive, they can "crowd in" intrinsic motivation and increase the work effort. But if financial incentives are

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Notes

Notes: Based on the coding of the local wage agreements. 20 institutions are excluded because we do not have information about the agreements.

Notes: Based on the coding of the local wage agreements. 2006. One component extracted with an Eigen value higher than 1 (2.67). Extraction Method: Principal Component Analysis. N = 124 units with agreements.

Notes: Extraction method: Principal Component Analysis. One component extracted with Eigen value higher than 1 (1.89). N = 67 union representatives (some of whom represent more than one unit).

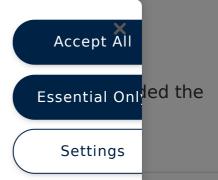
Notes: p < 0.1, p < 0.05, p < 0.01

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