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

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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

perceived as controlling, they can crowd out intrinsic motivation and decrease work effort. This article examines the effect of financial incentives on the publication output of public employees in Denmark. The results show that financial incentives have a significant positive effect on the number of publications. This finding is in line with the literature on financial incentives and work effort. The article also discusses the implications of these findings for public management and policy. We conclude that financial incentives can be used to increase the number of publications at public institutions. However, it is important to be aware of the potential negative effects of financial incentives on intrinsic motivation and work effort. Further research is needed to explore the complex relationship between financial incentives and work effort. This article provides evidence for the positive effect of financial incentives on the number of publications at public institutions. We discuss the implications of these findings for public management and policy. We conclude that financial incentives can be used to increase the number of publications at public institutions. However, it is important to be aware of the potential negative effects of financial incentives on intrinsic motivation and work effort. Further research is needed to explore the complex relationship between financial incentives and work effort.

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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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