



Vergütung mittels Bonusbanken: Eine agency-theoretische Perspektive (German Edition)

Michael Janocha

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Bei Managergehältern gewinnt die Bonusbank als Vergütungsinstrument zur Induzierung von langfristigem und nachhaltigem Verhalten zunehmend an Bedeutung. Eine Bonusbank verschiebt einen Teil des Bonus eines Jahres in nachfolgende Perioden. Dieser aufgeschobene Bonus kann bei schlechter Performance gekürzt werden. Michael Janocha untersucht in einem mehrperiodigen Prinzipal-Agenten-Modell, ob eine Bonusbank – im Vergleich zur klassischen kurzfristigen Vergütung – geeignet ist, Anreize kostengünstiger zu induzieren. Der Autor dehnt die Analyse in verschiedenen Modellerweiterungen aus, um kurzfristiges, nicht-nachhaltiges Verhalten des Managements zu erfassen. Die Ergebnisse zeigen, unter welchen Voraussetzungen der Einsatz einer Bonusbank empfehlenswert sein kann.

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