



The Economics of Motivation and Organization: An Introduction

Peter J. Jost

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In this unique book, Peter-J. Jost provides a comprehensive economic-psychological approach for successfully managing employees. Based on the analysis of the employee's individual work behavior, he illustrates that instead of treating employees as input elements of production, and managing and controlling their work, organizations need to motivate their employees to act in the interest of the firm and in accordance with its goals.

The author considers the employee as the 'building block' holding economic organizations together, and outlines how their personal circumstances, behavior and working conditions affect motivation. The influence of individual decision-making processes and psychological factors on behavior in the workplace is also discussed. Theoretical insights are underpinned by a range of case studies, and the impact of inadequate leadership on firms is highlighted. Motivation problems within organizations are evaluated and potential solutions prescribed.

This book will prove an insightful and fascinating read for researchers, students and practitioners wishing to develop a deeper understanding of the myriad factors that affect the motivation of employees within an organization.

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