

Beyond Bonuses

A case study on bonuses and their impact on work motivation from a Beyond Budgeting perspective

Emil Hvattum Bjørnstad
Johan Fredrik Hillveg



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The purpose of this research report is to explore the link between bonuses and motivation in a Beyond Budgeting setting. This has been done through conducting a case study of one of the leading finance corporations in the Nordic countries through defining the following problem statement:

(How) do bonuses impact motivation in a dynamic management model?

Through the use of qualitative interviews as well as a quantitative survey, the research report takes a holistic view of analyzing the motivational impact of three different bonus schemes on employees across the whole organization, as well exploring if a team-based bonus scheme has a different motivational impact on managers compared to non-managers in the organization.



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LIVSFORSKNING AS**

*Institute for Research in Economics
and Business Administration*

Helleveien 30
N-5045 Bergen
Norway
Phone: (+47) 55 95 95 00
E-mail: snf@snf.no
Internet: <http://www.snf.no/>

Trykk: Allkopi Bergen