



# **Bonussysteme in Back-Office-Bereichen von Banken: Schwachstellen und deren Vermeidung (German Edition)**

*Reinhold Knobloch*

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Studienarbeit aus dem Jahr 2011 im Fachbereich BWL - Personal und Organisation, Note: 1,0, Frankfurt School of Finance & Management, Sprache: Deutsch, Abstract: Die Bonusregelungen für Bankmanager waren und sind in den letzten Jahren verstärkt Gegenstand öffentlicher Diskussionen. Im Gegensatz dazu werden Probleme, die leistungsorientierte Vergütungssysteme in der breiten Fläche bei der Mehrheit der Branchenmitarbeiter verursachen, kaum wahrgenommen. Besonders in nicht marktnahen Bereichen ist die Verwendung von leistungsorientierten Vergütungssystemen problembehaftet.

Diese Seminararbeit beschäftigt sich mit Bonussystemen in Back-Office-Bereichen von Banken, die in der öffentlichen Wahrnehmung kaum Beachtung finden.

Es werden die größten Schwachstellen des Systems der XYZ-Bank (Name geändert) dargestellt und diese im nächsten Schritt in einem allgemeingültigen Kontext betrachtet und analysiert. Daraus leiten sich Empfehlungen an die Ausgestaltung von leistungsorientierten Vergütungssystemen in Back-Office-Bereichen von Banken ab.

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