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we analyze the optimal interaction between monetary incentives and decision making authority with respect to task assignment in a production process with two agents each exerting non observable effort in their main task a further task needs to be performed and one agent is privately informed about his costs for this task the principal can either assign the task herself or delegate the decision making authority to the informed agent we find that if the principal can employ a congruent performance measure to provide the agents with effort incentives delegation

of task assignment and monetary incentives are complements however with an incongruent performance measure introducing the problem of effort misallocation across tasks the relation between the two instruments is not univocal we thus contribute to explaining the mixed empirical evidence on the relation between incentives and the delegation of decision rights

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delegation isn t simply a matter of offloading what you don t want or don t have the time to do done properly it helps teams work more efficiently helps employees develop their individual skills and reduces managerial burn out delegating work will help you match the person to the assignment setting the stage for success your team s and your own

this updated fifth edition of encyclopedia of management covers more than 300 topics in management theories

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