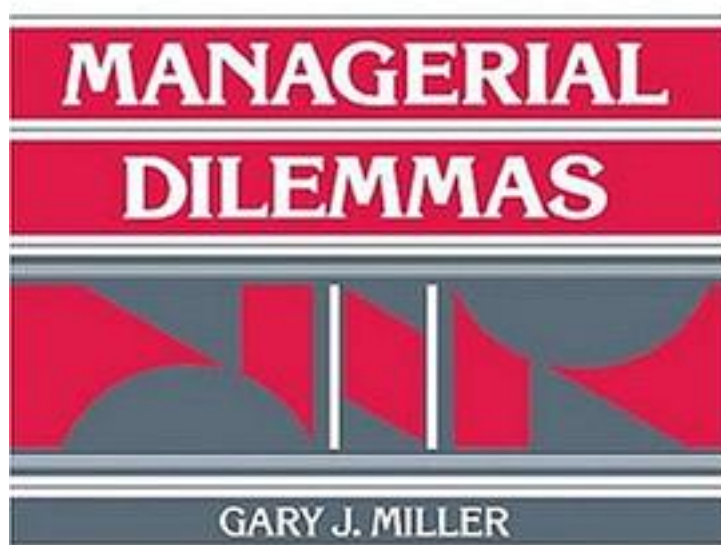


Managerial Dilemmas



The Political Economy
of Hierarchy

Political Economy
of Institutions and Decisions

[Managerial Dilemmas_ 下载链接1](#)

著者:Gary Miller

出版者:Cambridge University Press

出版时间:1993-9-24

装帧:Paperback

isbn:9780521457699

In organisation theory a schism has developed between the traditional organisational behaviour literature, based in psychology, sociology and political science, and the more analytically rigorous field of organisational economics. The former stresses the importance of managerial leadership and cooperation among employees, while the latter focuses on the engineering of incentive systems that will induce efficiency and profitability, by rewarding worker self-interest. In this innovative book, Gary Miller bridges the gap between these literatures. He demonstrates that it is impossible to design an incentive system based on self-interest that will effectively discipline all subordinates and superiors and obviate or overcome the roles of political conflict, collective action, and leadership in an organisation. Applying game theory to the analysis of the roles of cooperation and political leadership in organisational hierarchies, he concludes that the organisation whose managers can inspire cooperation and the transcendence of short-term interest in its employees enjoys a competitive advantage.

作者介绍:

目录:

[Managerial Dilemmas_ 下载链接1](#)

标签

经济学

组织行为

管理学

交易费用

管理

政治经济学

Transaction

Hierarchy

评论

读毕，很好的帮助我整理了关于交易成本和制度经济学的思路及文献地图（很喜欢其中关于科层制度总结部分）

补记。5星。我觉得作者提出了一个很重要的问题。一个组织管理的核心就是客服协调困境，具体来说就是要克服hidden action and information，这往往需要设立一个上级监督者。但是，一旦监督者掌握了工人们的信息之后，就可以利用信息优势压榨工人了。工人预期到这一结果之后，反而工作得更少，或者有策略地工作。比如，工人可能知道如果工作产量太多的话，厂长可能会降低单件计价工资，所以会策略性地减少工作努力。这当中的挑战是，厂长无法可信地承诺单件计价工资不会降低。所以作者把组织困境基本上都归结为了信息不对称从员工优势转化为厂长优势之后的“可信承诺问题”。作者的回答是说厂长和科层制应该建立声誉、引入员工进入管理层等等，我觉得回答比较差强人意。但问题是大问题。5星全给问题！

经济学角度加数学推导，提出了组织活动中的问题

[Managerial Dilemmas_ 下载链接1](#)

书评

这本书是大学的时候看的了，特地在淘宝上买了一本英国运回来的正本。以作纪念。应该是我自己看到过对从Hierarchy到Democracy再到perfect market的剖析最好的一本书了。推荐阅读

[Managerial Dilemmas_ 下载链接1](#)