

# David Marsden

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*Date of Birth: 16 September 1950*

**CURRENT POSITIONS:** Professor of Industrial Relations, London School of Economics, and member of the Centre for Economic Performance, LSE

**QUALIFICATIONS:**

- 2003 Member of the Institute for Learning and Teaching in Higher Education
- 1985 Doctorat d'Economie et de Sociologie du Travail, (Distinction, 'très honorable'), Université d'Aix-Marseille II
- 1973 MA Labour Economics (distinction), Leeds
- 1972 MA Oxon (2.1) Philosophy, Politics and Economics

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## **SELECTED RELEVANT PUBLICATIONS:**

### ***Books and monographs***

(1999) *A theory of employment systems: micro-foundations of societal diversity*. Oxford University Press, Oxford.

(1998) *What a performance: performance related pay in the public services*. Centre for Economic Performance Special Report, July. London School of Economics, London (senior author, with co-author S. French, 182 p.), (available online at [www.cep.lse.ac.uk](http://www.cep.lse.ac.uk)).

### ***Journal articles***

(1994) (with R. Richardson) Performing for pay? the effects of 'merit pay' on motivation in a public service. *British Journal of Industrial Relations*, 32:2, pp. 243-262, June.

(1996) with S. Momigliano: L'utilizzo di sistemi di incentivazione nel pubblico impiego: problemi e possibili soluzioni. *Lavoro e Relazioni Industriale*, no. 4. Oct-Dec. pp. 35-69.

(2003) (with Richard Belfield) Performance Pay, Monitoring Environments, and Establishment Performance, *International Journal of Manpower*, 24: 4

(2004) The role of performance related pay in renegotiating the 'effort bargain': the case of the British public service. *Industrial and Labor Relations Review*, 57: 3, April, pp. 350-370.

(2004) The 'Network economy' and models of the employment contract: psychological, economic, and legal. *British Journal of Industrial Relations*, 42: 4, December.

### ***Book chapters***

(2002) Marsden D. W, and French S. (2002) Performance related pay in British public services In Brown, Michelle, and Heywood John, S. (2002) *Paying for performance: an international comparison*. M. E. Sharpe Inc. Armonk NY.

(2002) Why does performance pay de-motivate? Financial incentives versus performance appraisal. (With Stephen French and Katsuyuki Kubo) In Hanami, Tadashi, ed. *Universal Wisdom through Globalisation: Selected papers from the 12<sup>th</sup> IIRA World Congress, Tokyo*, Japan Institute of Labour Report No. 9, Japan Institute of Labour, Tokyo.

(2004) Unions and procedural justice: an alternative to the 'common rule'. Ch. 10, pp. 130-145, in Verma, Anil, and Kochan Thomas, ed. *Unions in the 21st Century: An International Perspective*, Palgrave Macmillan, Basingstoke.

(2004) Employment systems: workplace HRM strategies and labour institutions. in Bruce Kaufman ed. (2004) *Theoretical Perspectives on Work and the Employment Relationship*. Industrial Relations Research Association, Champaign IL, pp. 77-103.

(2005) Unions and Performance-Related Pay: What Chance of a Procedural Justice Role? (with Richard Belfield) forthcoming in Fernie S. and Metcalf D. eds. *The Future of Unions in Modern Britain*, Routledge.

### ***Discussion papers***

(1992) (with Ray Richardson) Motivation and performance related pay in the public sector: a case study of the Inland Revenue. *Centre for Economic Performance Discussion Paper n. 57*.

(2000) Teachers before the 'Threshold', *Centre for Economic Performance, Discussion Paper 454*, London School of Economics.

(2000) Why does performance pay de-motivate? Financial incentives versus performance appraisal. (With Stephen French and Katsuyuki Kubo) *Centre for Economic Performance Discussion Paper 476*, London School of Economics.

(2001) Does performance pay de-motivate, and does it matter? (with French S, and Kubo K.) *Centre for Economic Performance Discussion Paper # 503*, August, Centre for Economic Performance, London School of Economics, London.

(2001) Teachers and performance management: one year on. (Provisional results) *Centre for Economic Performance Working Paper No – 1195*, December 2001

(2002) with Richard Belfield. Performance Pay, Monitoring Environments, and Establishment Performance. *CEP Discussion Paper*.

(2003) Renegotiating Performance: the Role of Performance Pay in Renegotiating the Effort Bargain, *Centre for Economic Performance Discussion Paper # 578*

(2004) Unions and Procedural Justice: An Alternative to the 'Common Rule', *Centre for Economic Performance Discussion Paper # 613*

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### **RECENT RESEARCH GRANTS**

Pay inequalities and economic performance. European Commission Fifth Framework project 1,101,000€2000-2005, Grant no. HPSE CT 99/40

Submitted project to ESRC Employee consultation in the UK – Procedures, processes and outcomes (RES-000-23-1052) with Paul Gollan and Adrian Wilkinson. Awaiting outcome