

# Research Profile

## Allan Hansen

Professor (mso)  
Department of Operations Management  
Copenhagen Business School

Tel: +45 3815 2430  
E-mail: [ah.om@cbs.dk](mailto:ah.om@cbs.dk)

### Your research area

I do research on performance measurement, evaluation and incentives in organizations. My research interests lie in advancing insight into the effects of performance measurement, evaluation and reward system designs in organizations in terms of firm value creation. Using primarily empirically grounded research, my aim is to improve our understanding of the use and effect of specific designs of performance management systems and processes in public and private sector organizations, including KPIs, target setting, strategy execution, feedback/feedforward processes, rating and rankings.

### Most interesting aspects of your recent projects that may be relevant for Human Capital Analytics

The design of performance measurement and evaluation systems and processes for employee development and incentives (choices of performance measures, target setting, and feedback/feedforward) processes);

### Areas that you would like to work with in the future

New performance management practices (action-oriented individual goals, crowdsourcing feedback and reward, rating-less evaluations etc.)

### **Other relevant experience**

I am in charge of and teach various CBS Executive and Master Programme courses, including: “Strategic HRM and Performance Management”, Executive MBA Programme; “Planning, Resources and Control”, Master of Public Administration Programme; “Quality Control in Health Care”, Master of Public Governance Programme; “Performance Measures and Incentives”, Master in Economics and Business Administration with specialisation in Accounting, Strategy and Control; and “Compensation Management”, Human Resource Management Programme.