

# Executive Compensation

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## EXECUTIVE COMPENSATION AND ITS BRIEF HISTORY



Mr. Arch Patton, a retired director of McKinsey is considered to be the **Father of Executive Pay**. He is well known for authoring "Men, Money and Motivation".



He strongly lobbied for higher executive pay based on two main arguments -

- Executive compensation is **directly proportional** to the firm's profits
- High degree of **creative skill in management** commands high compensation

Pay Growth Exceeded by Changes in Size, Performance, and Industry Mix

	Good	Negative
Mean compensation 2001 (\$m)	4.9	11.8
Predicted compensation based on the 1993 regression results (\$m)	2.1	4.8
Mean difference between predicted and actual compensation (\$m)	2.8***	7.0***
Mean actual compensation as a percentage of predicted	213***	176***

Source: Oxford Review of Economic Policy Vol. 21 (2005)

Executive pay increased **more than anticipated** based on changes in firm size, performance and industry mix.

## Compensation Theories

Equity Theory

Human Capital Theory

Principal Agency Theory

Structural Theory

# Economics Of Executive Compensation 2vol

**Daniel F McAuley**



## **Economics Of Executive Compensation 2vol:**

## Reviewing **Economics Of Executive Compensation 2vol**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Economics Of Executive Compensation 2vol**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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