

Is there a correlation between executive compensation and firm performance?

By Rob Simmons

Over the last three decades, company executives, particularly CEOs, have enjoyed an immense increase in their level of compensation, whether through salary, performance bonuses, stock options, or all of the above. The magnitude of their compensation is even more staggering when placed against the 99 percent of the American population who have seen their earnings stagnate since the beginning of the last decade. Since the financial crisis of 2008, executives have been under an increased level of scrutiny for collecting ever-higher levels of pay while their employees are not collecting subsequent raises and many people remain out of work. Executives like to justify their compensation as not just a reward for their company's performance, but as a form of motivation to further grow their company. CEOs have stated that high salaries and bonus packages are needed for their companies to attract the best and brightest in their field. Has the increased level of executive compensation over the last three decades led to stronger firm performance? Is "pay for performance" a logical method of executive compensation, or have executives simply come up with an alluring rationale to justify their earnings? This research paper seeks to establish if there is a correlation between executive compensation and firm performance.

Exactly how much has CEO pay increased over the years? According to the Economic Policy Institute, CEO compensation increased 937 percent from 1978 to 2013, adjusted for inflation. It is important to note that this increase is more than double the growth of the stock market over the same time period.¹ After-tax corporate profits have increased nearly as dramatically as CEO pay, especially since 2000², yet workers as a whole have not been able to share in the spoils of corporate victory. In the last 35 years, the annual compensation of private-sector production and nonsupervisory workers has increased by 10 percent. Since 2009, compensation growth has flatlined.³ Still, CEO pay continues to increase simply because corporate profits continue to increase, which is followed by an increase in stock prices. Yet much of this increase in profits is attributable to wage growth not keeping up with corporate growth. Furthermore, executive compensation does not always correlate with the movement of stock prices, and stock prices, as well as corporate profits, are not the be-all and end-all of measuring a firm's true performance.

¹ Lawrence Mishel and Alyssa Davis, "CEO Pay Continues to Rise as Typical Workers Are Paid Less", Economic Policy Institute, June 12, 2014.

² Pat Garafolo, "Occupy Wall Street One Year Later: Ten Key Charts About Inequality", Think Progress, September 17, 2012.

³ Mishel and Davis,

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42 full papers included in this book were carefully reviewed and selected from 141 submissions The papers included in this book were organized in topical sections on Accounting Finance and Economic Sustainability Banking Digital Transformation and Financial Technology and Economic Development Sustainability and Technological Innovation **Management Accounting, Organizational Theory and Capital Budgeting: 3** Surveys Robert W Scapens,1984-11-19 **The Economics of Auditing** Dan A. Simunic,2024-12-12 The financial information provided to governments creditors investors etc by businesses has been verified by auditors since ancient times In its modern form the independent public accounting profession has its roots in 19th century Scotland A distinctive feature of this profession is that it consists of private for profit businesses operating as sole practitioners partnerships but mostly as large accounting firms The question naturally arises why should users of financial information provided by private for profit firms place trust in the verification of that information by other private for profit firms This is the interesting and complex economic issue that underlies research in what has come to be called the economics of auditing The author is one of the first researchers in this area This book traces the development of this important stream of research that applies economic analysis to the study of financial statement audits by professional public accounting firms It offers a narrative commentary along with a series of previously unpublished papers that the author presented during the 1970 s at Accounting Research workshops at the University of Chicago as part of his dissertation research that ultimately led to one of the bedrock papers in the field It provides an explanation and discussion of the economic regulatory and research environment at that time The book concludes with a discussion of important but currently unanswered questions in the field that flow from the author s thesis research but remain unresolved It will be of significant interest to advanced students and academics who are engaged in developing their own research programs as well as to any researcher who is working in the area of the economics of auditing **Methodology and Method in History (RLE Accounting)** Lee D. Parker,Finley O. Graves,2013-12-04 This bibliography provides the reader with a comprehensive reference tool that will enhance understanding of methodological issues and enable the user to employ research methods appropriate to their subject of study It also provides accounting historians a comprehensive data base for the development of papers addressing methodological issues in an accounting history context Access to this type of resource is particularly crucial to the development of accounting history research since the number of papers dealing with methodological issues published in accounting history literature is very small Hence the references in this bibliography are drawn from the literature of general history economic and business history legal and social history and philosophy The scope and range of its contents are broad references are taken from texts as well as papers published in over 450 journals Accounting History Newsletter, 1980-1989 and Accounting History, 1989-1994 Garry D. Carnegie,P. W. Wolnizer,1996 First Published in 1996 Routledge is an imprint of Taylor Francis an informa company **Research Paper ,2001 The Routledge Companion to Accounting History** John Richard Edwards,Stephen Walker,2020-04-15 The Routledge Companion to Accounting History

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