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| Edizione | [1st ed. 2019.] |
| Descrizione fisica | 1 online resource (140 pages) |
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| Soggetti | Corporate governance Personnel management Industrial organization Psychobiology Human behavior Corporate Governance Human Resource Management Organization Behavioral Neuroscience |
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| Nota di contenuto | 1. Agency Costs, Coordination Problems and the Remuneration Committee's Dilemma -- 2. What's Wrong with Agency Theory? -- 3. What a Public Corporation Really Is -- 4. Executive Pay as a Collective Action Problem -- 5. Behavioural Agency Theory -- 6. The Modern Corporation's Final Chapter. |
| Sommario/riassunto | This new book examines the relationship between agency theory and executive pay. It argues that while Jensen and Meckling (1976) were right in their analysis of the agency problem in public corporations they were wrong about the proposed solutions. Drawing on ideas from economics, psychology, sociology and the philosophy of science, the author explains how standard agency theory has contributed to the problem of executive pay rather than solved it. The book explores why companies should be regarded as real entities not legal fictions, how |

executive pay in public corporations can be conceptualised as a collective action problem and how behavioural science can help in the design of optimal incentive arrangements. An insightful and revolutionary read for those researching corporate governance, HRM and organisation theory, this useful book offers potential solutions to some of the problems with executive pay and the standard model of agency.
