

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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