

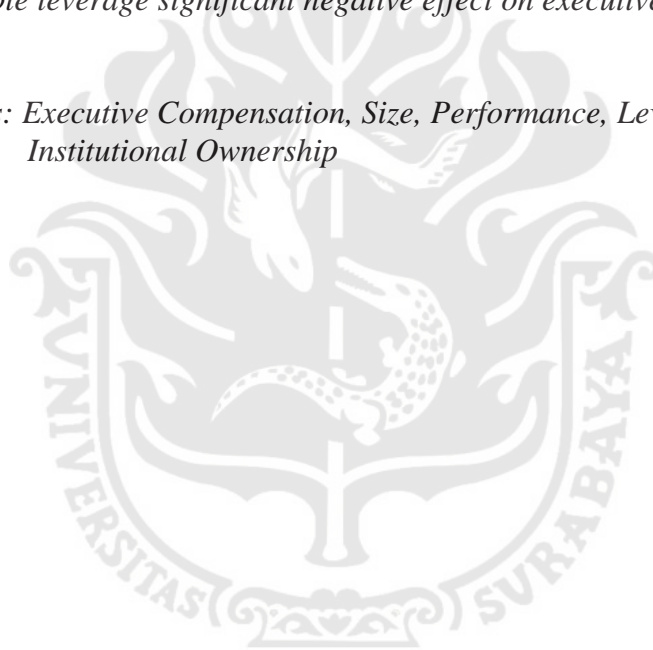
ABSTRACT

This research is a study to find out what affects executive compensation in the consumer goods industry are listed in the Indonesia Stock Exchange 2008-2012 period. The main theory used is Agency Theory.

This study uses quantitative perspective with Pooled Least Square (PLS) enriched by Fixed Effect Models (FEM). The object of research are consumer goods industries listed in the Indonesia Stock Exchange period 2008-2012. About 17 objects are investigated.

The findings of this study are variable size and institutional ownership is not a significant positive effects on executive compensation. In addition, a significant negative impact performance variables. Meanwhile, the variable leverage significant negative effect on executive compensation.

Keywords: Executive Compensation, Size, Performance, Leverage, Institutional Ownership



INTISARI

Penelitian ini merupakan studi untuk mengetahui apa saja yang mempengaruhi kompensasi eksekutif pada *consumer goods industry* yang terdaftar di Bursa Efek Indonesia periode 2008-2012. Teori utama yang digunakan adalah *Agency Theory*.

Penelitian ini menggunakan pendekatan kuantitatif model *Pooled Least Square* (PLS) yang disempurnakan dengan *Fixed Effect Models* (FEM). Objek penelitian berupa *consumer goods industry* yang terdaftar di Bursa Efek Indonesia periode 2008-2012. Jumlah objek penelitian yang digunakan adalah 17 badan usaha.

Temuan penelitian ini yaitu variabel *size* dan *institutional ownership* berpengaruh positif tidak signifikan terhadap kompensasi eksekutif. Selain itu, variabel *performance* berpengaruh negatif signifikan. Sedangkan, variabel *leverage* berpengaruh negatif signifikan terhadap kompensasi eksekutif.

Kata kunci: Kompensasi eksekutif, *Size*, *Performance*, *Leverage*, *Institutional Ownership*