

EconWorld2017@Rome

Women Directors Compensation and Firm Performance of Emerging Economy India

Rakesh Yadav¹¹University of Latvia, Latvia

ABSTRACT

The new norm presence of one women director*** was introduced in 2015 for the firm listed on Indian stock exchange .Thus by using agency theory and Institutional theory frame work ,the study uses the data from BSE-500 firms to test relation ship between

women directors pay-performance

sensitivity and impact of compensation on firm performance by using multivariate regression analysis. The study finds oppurtunistic earning on the part of the directors ,ineffective

institutional

norms

and

very

low

pay

to

performance

relationship.The study adds significantly to the literature of executive compensation and firm performance

KEYWORDS Corporate governance; executive compensation; women director; firm perormance; Indian firms

JEL G34