

THE INSTITUTIONAL INVESTOR
SERIES IN FINANCE



CORPORATE
RESTRUCTURING
& EXECUTIVE
COMPENSATION



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Corporate Restructuring And Executive Compensation

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Corporate Restructuring And Executive Compensation:

Corporate Restructuring and Executive Compensation Joel M. Stern,G. Bennett Stewart (III),Donald H. Chew,1989
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acquisition M A activities represent an opportune setting for gauging whether shareholder value creation or managerial opportunism guides executive compensation M As constitute major examples of high profile events prompted by managers who typically conceive them as a means for achieving higher levels of pay even though they are frequently associated with disappointing returns to acquiring shareholders Mergers and Acquisitions and Executive Compensation reviews the existing empirical evidence and provides an integrative framework for the growing body of literature that is situated at the intersection of two highly debated topics M A activities and executive compensation The proposed framework structures the literature along two dimensions such as M A phases and firm s role in a M A deal allowing readers to identify three main streams of research and five different conceptualizations of causal relationships between M A transactions and executive compensation The book makes a comprehensive review of empirical studies conducted to date aiming to shed more light on the current and emerging knowledge in this field of investigation discuss the inconsistencies encountered within each stream of research and suggest promising directions for further exploration This book will appeal to researchers and students alike in the fields of organizational behavior and governance as well as accounting and accountability

Essays on Distressed Corporate Restructurings in the United States Yungang Luh,1998

Downscoping Robert E. Hoskisson,Michael A. Hitt,1994-09-01 Large diversified firms face unique challenges as they compete worldwide and corporate restructuring is one way multinationals strive for competitive advantage Weighing the pros and cons of a variety of approaches to restructuring Downscoping offers executives a clear strategic path through the maze The authors show that when a multinational conglomerate fails to compete effectively too much diversification may be the culprit Whether the result of weak corporate governance or poor corporate strategy over diversification can make managers unfamiliar with some of the markets in which they compete opt for safety over innovation This risk aversion and lack of long range commitment to innovation lead inevitably to stagnation over the longer term The answer is not downsizing closing offices and laying off personnel but downscoping a strategic approach to restructuring The options include incentive and compensation adjustments for executives leveraged buy outs and capital structure changes focusing on core skills diversifying internationally while focusing on businesses in which a firm has strong competencies and buying and selling mature businesses where product development is not a great concern Regardless of the approach executives must exercise strategic leadership during and after restructuring including providing strategic direction exploiting core competencies developing human capital and sustaining the corporate culture Based on systematic research rather than casual observation Downscoping provides a strong description of restructuring alternatives and their resulting tradeoffs Its specific guidelines for maintaining competitiveness will be essential reading for managers involved in corporate restructuring

Fundamentals of Corporate Finance Robert Parrino,Thomas W. Bates,Stuart L. Gillan,David S. Kidwell,2021-12-14 Fundamentals of Corporate Finance 5th Edition develops the key concepts of corporate finance with an intuitive approach while emphasizing computational skills This course

helps students develop an intuitive understanding of key financial concepts and provides them with problem solving and decision making skills Using an intuitive approach students develop a richer understanding of corporate finance concepts while also enabling them to develop the critical judgments necessary to apply financial tools in real world decision making situations Corporate Finance 5e offers a level of rigor that is appropriate for both business and finance majors and yet presents the content in a manner that students find accessible

The Complete Guide to Executive Compensation 3/E Bruce R. Ellic, 2014-01-17 The definitive guide for anyone involved in designing and approving executive salaries revised for new laws and attitudes about salaries and performance The Complete Guide to Executive Compensation Third Edition helps you evaluate your company's culture organization and strategy to create the best compensation package for the organization's interest It contains new strategies based on recent changes regarding venture capitalism boards of director's core responsibilities changes in director's pay shifts in stakeholder power and laws like the Dodd Frank Wall Street Reform and Consumer Protection Act and healthcare reform Bruce R Ellic served at Pfizer Inc for over 35 years and spent his last 25 years as secretary of the Board of Directors Executive Compensation Committee He has received the Lifetime Achievement Awards from the Society of Human Resource Management and WorldatWork Ellic was elected to the National Academy of Human Resources in 1993 and served as a fellow of the Employee Benefit Research Institute and the Wharton Aresty Institute

Internal Corporate Restructurings and Executive Compensation Patricia M. Dechow, Mark R. Huson, Richard G. Sloan, 1991 Corporate Restructuring Milton L. Rock, Robert H. Rock, 1990 **Handbook for Corporate Officers** Diana L. Walker, 2001 **The WG & L Handbook of Financial Strategy & Policy** Dennis E. Logue, 1995 The Complete Guide to Executive Compensation, Fourth Edition Bruce R. Ellic, 2021-12-28 The definitive guide to executive compensation fully updated and revised to reflect today's business environment Executive pay is one of the most fluid flexible and important aspects of today's corporate landscape and an integral part of every company's strategic business plan The Complete Guide to Executive Compensation has long been considered the go to guide to executive pay Written by renowned compensation expert Bruce Ellic the book is filled with winning strategies and techniques for structuring appropriate executive pay plans This updated fourth edition addresses important changes that have occurred from 2013 to 2019 in designing and administering compensation packages In detail Ellic discusses executive pay elements including salary employee benefits executive benefits and long and short term incentives He also examines the role of the board of directors and its compensation committee along with the influence of the major stakeholders most notably the shareholder The Complete Guide to Executive Compensation Fourth Edition covers New rulings and laws such as the 2018 Tax Act and recent changes in proxy statements required by the SEC Changes in healthcare and pension requirements Executive pay elements and contributing factors The difference between current and deferred compensation including statutory requirements Various performance measurements of the income statement the balance sheet and the cash flow

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