

## Pengaruh cost stickiness terhadap kompensasi eksekutif bank tbk di Indonesia = The effect of cost stickiness on public bank's executive compensation in Indonesia

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### Abstrak

#### <b>ABSTRAK</b><br>

Penelitian ini dilakukan dengan tujuan untuk menguji adanya cost stickiness dalam industri perbankan dan pengaruh fenomena stickiness pada kompensasi eksekutif bank tbk di Indonesia. Fenomena stickiness merupakan fenomena asimetris biaya dimana terjadi perubahan yang tidak proporsional antara besarnya penurunan biaya saat pendapatan menurun. Fenomena stickiness ini juga diperkuat dengan adanya insentif eksekutif dalam membangun empire building. Insentif tersebut berupa kompensasi yang diberikan kepada eksekutif dalam upayanya mempertahankan ukuran perusahaan meskipun pendapatan bank mengalami penurunan. Dengan begitu, eksekutif bank diduga mendapatkan double benefit yang didapat dari kompensasi yang diterima dari upaya empire building dan benefit atas kedudukan eksekutif bank pada saat pendapatan menurun. Pengujian dilakukan pada 35 perusahaan bank tbk yang terdaftar di Bursa Efek Indonesia BEI tahun 2013-2016. Hasil penelitian ini menunjukkan bahwa secara keseluruhan perusahaan bank tbk di Indonesia terindikasi adanya fenomena cost stickiness dan fenomena ini menimbulkan adanya double benefit yang diberikan kepada eksekutif bank tbk di Indonesia.

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#### <b>ABSTRACT</b><br>

This study was conducted with the aim to examine the existence of cost stickiness in the banking industry and the influence of stickiness phenomenon on the compensation of public banks executives in Indonesia. The phenomenon of stickiness is an asymmetric phenomenon of cost where there is a disproportionate change between the magnitude of the decreasing cost when income decreases. The phenomenon of stickiness is also reinforced by the executive incentives in building empire building. The incentive is in the form of compensation given to the executive in an attempt to maintain the size of the company even though the income of the bank has decreased. That way, bank executives allegedly get a double benefit derived from the compensation received from empire building efforts and benefits over the bank's executive position at a time when earnings decreased. This research was conducted on 35 public banks listed on Indonesia Stock Exchange BEI in 2013-2016. The results of this study indicate that overall public banks in Indonesia indicated the phenomenon of cost stickiness and this phenomenon raises the existence of double benefit given to public banks executives in Indonesia.