

## Proposisi kebijakan kompensasi opsi saham: perspektif teori equity

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=92233&lokasi=lokal>

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### Abstrak

The article developed proposition in the field of option related compensation with grand theory of equity theory. Equity theory proposed an argument that job satisfaction will increase in equity work environment. There are three conditions try to explore such as equity, over-reward and under-reward. The proposition based on two level option compensation portion which are high and low; based on two parties which are management versus shareholders; and based on two condition on exercise date:  $PO > P1$  and  $PO < P1$ . The articles use the condition in to as reference group and examine changes of equity, over-reward and under-reward in  $t1$ .