

INTISARI

Penelitian ini bertujuan untuk menguji (1) Pengaruh kinerja perusahaan terhadap kompensasi eksekutif, (2) Pengaruh kepemilikan institusional terhadap kompensasi eksekutif, (3) Pengaruh *firm size* dalam hubungan kinerja perusahaan terhadap kompensasi eksekutif, (4) Pengaruh *firm size* dalam hubungan kepemilikan institusional terhadap kompensasi eksekutif. Penelitian ini menggunakan studi empiris pada perusahaan manufaktur yang terdaftar di Bursa Efek Indonesia periode 2015-2017. Metode pengambilan sampel secara *purposive sampling* sehingga pengambilan sampel sesuai dengan kriteria peneliti. Dalam penelitian ini sampel berjumlah 180 sebanyak 68 perusahaan. Alat analisis data yang digunakan dalam penelitian ini adalah menggunakan analisis regresi berganda dan menggunakan uji *Moderated Regression Analysis* (MRA) dalam mengukur variabel moderasinya dengan SPSS 21. Berdasarkan hasil penelitian menunjukkan bahwa (1) Kinerja Perusahaan memiliki pengaruh positif dan signifikan terhadap Kompensasi Eksekutif, (2) Kepemilikan Institusional memiliki pengaruh positif dan signifikan terhadap Kompensasi Eksekutif, (3) *Firm Size* mampu memperkuat pengaruh Kinerja Perusahaan terhadap Kompensasi Eksekutif dan (4) *Firm Size* tidak mampu memperkuat pengaruh Kepemilikan Institusional terhadap Kompensasi Eksekutif

Kata kunci : Kinerja Perusahaan, Kepemilikan Institusional, Kompensasi Eksekutif dan *Firm Size*.

ABSTRACT

The purpose of this study is to examine (1) the influence of company performance on executive compensation, (2) the influence of institutional ownership on executive compensation, (3) the influence of firm size on the relationship of corporate performance to executive compensation, (4) the influence of firm size on the relationship of institutional ownership to executive compensation. This research uses empirical studies on manufacture companies listed on the Indonesia Stock Exchange for the period 2015-2017. The sampling method is purposive sampling so that sampling is in accordance with the criteria of the researcher. In this study 180 samples were 68 companies. The data analysis tool used in this study is to use multiple regression analysis and use the Moderated Regression Analysis (MRA) test to measure the moderating variable with SPSS 21. Based on the results of the study showed that (1) Company Performance has a positive and significant influence to Executive Compensation, (2) Institutional Ownership has a positive and significant influence to Executive Compensation, (3) Firm Size can strengthen the influence of Company Performance to Executive Compensation and (4) Firm Size is cann't strengthen the influence of Institutional Ownership to Executive Compensation

Keywords: Company Performance, Institutional Ownership, Executive Compensation and Firm Size.