

Business Economics Mini-Conference 2014

Tuesday, May 13, 2014 | 10:00 am - 1:00 pm
HG01, Ho Yin Convention Centre, University of Macau



澳門大學
UNIVERSIDADE DE MACAU
UNIVERSITY OF MACAU

工商管理學院

Faculty of Business Administration

Schedule for the Business Economics Mini-Conference 2014

10:00~10:10	Opening
10:10~11:25	<p>Presentation by Dr. Jerry Cao, Assistant Professor of Finance at Lee Kong Chian School of Business, Singapore Management University</p> <p>Title: Political Promotion, CEO Incentives, and the Relationship between Pay and Performance</p> <p>Abstract: Both theory and empirical evidence suggest that career concerns of managers can serve as an important source of implicit economic incentives. We examine how incentives for political promotion are related to compensation policy and firm performance in Chinese state-owned enterprises (SOEs). We find that the likelihood that the CEO receives a political promotion is positively related to firm performance. We also find that CEOs with a higher likelihood of political promotion have lower pay levels and lower pay-to-performance sensitivity. Overall, the evidence suggests that competition in the political job market helps mitigate weak monetary incentives for CEOs in China.</p>
11:25~11:45	Tea Break
11:45~13:00	<p>Presentation by Prof. Tony Fang, Director of the Master of International Business Program and Associate Professor of Monash University</p> <p>Title: Minimum Wages and Employment in China (using merges country-level minimum wage data and national household panel data)</p> <p>Abstract: Since China promulgated new minimum wage regulations in 2004, the magnitude and frequency of changes in the minimum wage have been substantial, both over time and across jurisdictions. This paper uses county-level minimum wage panel data and a longitudinal household survey from 16 representative provinces to estimate the employment effects of minimum wage changes in China over the period of 2004 to 2009. In contrast to the mixed results of previous studies using provincial-level data, we present evidence that minimum wage changes have significant adverse effects on employment in the Eastern and Central regions of China, and result in disemployment for females, young adults, and low-skilled workers.</p>