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Contextualizing Compensation: The antecedents and consequences of executive pay disparity

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Although growing inequality is often studied for its effects on society, relatively less attention is paid to where it is produced. In modern economies, most individuals earn the lion's share of their incomes from employment within firms, making organizations chiefly responsible for setting and distributing wages. Beyond what it means for society more broadly, growing pay disparity inhibits collaborate and cooperation within firms. My research investigates how pay disparity emerges, why it persists, and how it affects firms in order to inform future academic research, policymaking, and governance practices. I adopt an interdisciplinary approach to place compensation in context, highlighting that pay disparity does not emerge in a vacuum. Rather, it is the result of a multitude of intersecting forces with consequences that reverberate through society.