

Abstract

With widespread implications for organizations and their broader social context, executive compensation is a topic of tremendous interest to both academics and the general public. To date, the focus of executive compensation has been primarily on its monetary form. In this paper, we argue that there is much to be gained by expanding the study of executive compensation to include intrinsic rewards. Not only is intrinsic motivation a better predictor of performance in complex jobs, focusing on this form of motivation may also offers opportunities to more effectively distribute limited organizational resources. Recommendations and considerations for facilitating the intrinsic motivation of executives are provided.

Keywords: intrinsic motivation, rewards, motivation, executive