



Compensation and Incentives in Family Firms

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Message from the Guest Editors

Dear Colleagues,

Compensation in family firms is presumably one of the most critical determinants of competitiveness since can act as a mechanism that not only elicits firm value increasing behaviors from current workforce but may also increase the odds of attracting high-quality employees. The increasing body of literature analyzing compensation in family firms evidence that firms might enjoy positive outcomes of effective compensation designs. However, there're still some main gaps that suggest the need for further investigation. We still little known about compensation and incentive policies apply into non-managerial levels, and much less in situations where family and non-family employees are working together. Furthermore, when comparing family and non-family firms, some scholars have noted contradictory results from incentive-based compensation effectiveness when exploring differences between family and non-family managers. Thus, it's an opportunity for studies to





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