

Research Note On The Incremental Value Of Knowledge Workers

Aya S. Chacar

Florida International University

Russell W. Coff

Emory University

Krishnamurthy Surysekar

Florida International University

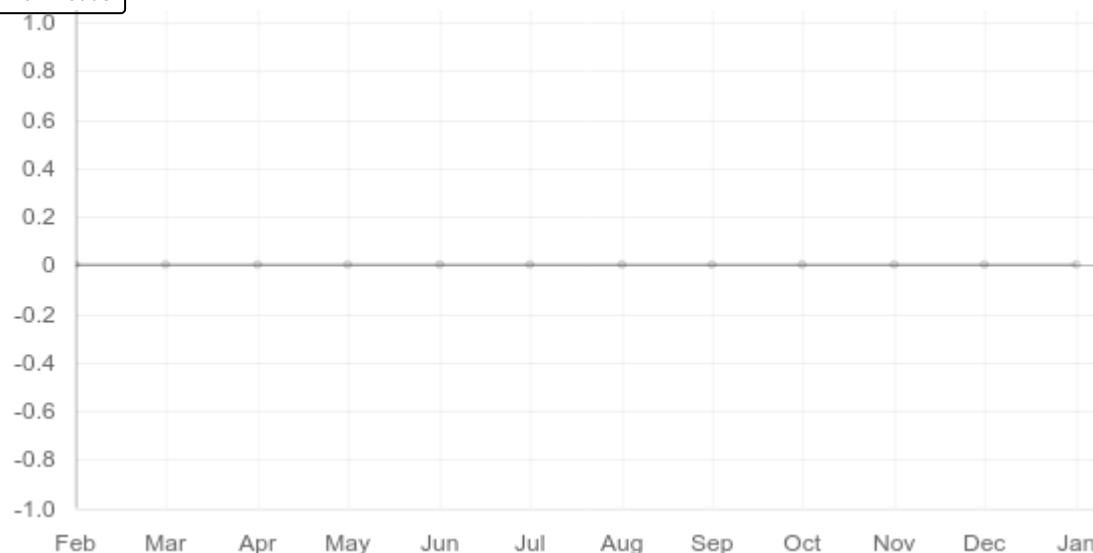
Keywords

Knowledge-Based Employees, Incentives, Performance Measurement

Abstract

As firms seek to manage knowledge, they rely increasingly on knowledge workers. The assumption is often that the incremental value from hiring these knowledge workers accrues to firms, but theory indicates that it may not. In this research note, we examine this question. We perform a cross-sectional study of 30 investment banks in the period 1992-96. We use gross value of mergers and acquisitions business as a proxy for gross performance, and pre-tax operating income as a proxy for net performance. The dependent variable and measure of knowledge workers is the number of "star" analysts, as measured by Wall Street Journal/Zacks rankings. Our results strongly support the hypothesis that the number of star analysts in investment banking is positively associated with gross performance, and weakly support the hypothesis that they are not positively associated with net performance. If future research could generalize these conclusions, they could have implications for design of compensation systems in industries significantly employing knowledge workers.

Downloads



Abstract  98 | PDF Downloads  140

 [PDF \(/\)](#)

How to Cite

Chacar, A. S., Coff, R. W., & Surysekar, K. (2008). Research Note On The Incremental Value Of Knowledge Workers. *Review of Business Information Systems (RBIS)*, 12(3). <https://doi.org/10.19030/rbis.v12i3.4353>

[More Citation Formats ▾](#)

Issue

Vol. 12 No. 3 (2008) (<https://doi.org/10.19030/rbis.v12i3.4353>)

Section

Articles

Most read articles by the same author(s)

- Aya S. Chacar, Krishnamurthy Surysekar, [A Survey Of New Product Development: Can Decentralization Alone Deliver? \(/\)](#), [Review of Business Information Systems \(RBIS\): Vol. 13 No. 4 \(2009\)](#) (<https://doi.org/10.19030/rbis.v13i4.469>)
- Krishnamurthy Surysekar, Elizabeth H. Turner, [The Association Between Fundraising Efficiency, Financial Vulnerability, And Subsequent Donations To Not-For-Profits \(/\)](#), [Review of Business Information Systems \(RBIS\): Vol. 16 No. 3 \(2012\)](#) (<https://doi.org/10.19030/rbis.v16i3.779>)
- Chih-Chen Lee, Krishnamurthy Surysekar, Te-Wei Wang, [The Role Of Project Success In The Relationship Between Accountability And IS Process Documentation](#) (<https://doi.org/10.19030/rbis.v11i2.4425>), [Review of Business Information Systems \(RBIS\): Vol. 11 No. 2 \(2007\)](#) (<https://doi.org/10.19030/rbis.v11i2.484>)
- Krishnamurthy Surysekar, Balasubramaniam Ramesh, [On The Role Of Accountability And Incentives In Obtaining Quality Process Documentation](#) (<https://doi.org/10.19030/rbis.v7i4.4512>), [Review of Business Information Systems \(RBIS\): Vol. 7 No. 4 \(2003\)](#) (<https://doi.org/10.19030/rbis.v7i4.495>)



(<https://www.cluteinstitute.com/#conferences>)

Current Issue

» [ATOM 1.0](#) (../../../../index.php/RBIS/gateway/plugin/WebFeedGatewayPlugin/atom)

» [RSS 2.0](#) (../../../../index.php/RBIS/gateway/plugin/WebFeedGatewayPlugin/rss2)

» [RSS 1.0](#) (../../../../index.php/RBIS/gateway/plugin/WebFeedGatewayPlugin/rss)

Review of Business Information Systems

Published since 1997

ISSN 1534-665X (print), ISSN 2157-9547 (online)

The Review of Business Information Systems (RBIS) welcomes articles concerning any aspect of business information systems.

IMPORTANT LINKS

About the Journal (../../../../index.php/RBIS/about)

Editorial Team (../../../../index.php/RBIS/about/editorialTeam)

Submissions (<https://www.cluteinstitute.com/submissions/>)

Contact (../../../../index.php/AJBE/about/contact)

Become a Reviewer (<https://www.cluteinstitute.com/journal-reviewer-application/>)

CONTACT

Email: Journals@CluteInstitute.com (<mailto:Journals@CluteInstitute.com>)

Phone: +1 303-904-4750

Website: www.CluteJournals.com (/)

Address: 8119 Shaffer Parkway A102, Littleton, CO 80127 United States