CORPORATE GOVERNANCE AND INFORMATION ASYMMETRY AMONG UAE LISTED COMPANIES

SALEH SALEM SAEED BAJREI

OTHMAN YEOP ABDULLAH GRADUATE SCHOOL OF BUSINESS UNIVERSITY UTARA MALAYSIA

June 2012

CORPORATE GOVERNANCE AND INFORMATION ASYMMETRY AMONG UAE LISTED COMPANIES

A project paper submitted to graduate school of business in partial fulfillment of the requirement of the degree master of science of international Accounting

University Utara Malaysia

By

Saleh Salem Saeed Bajrei

802585

PERMISSION TO USE

In presenting this thesis as a part fulfillment of the requirement for a postgraduate degree from University Utara Malaysia, I hereby agree that the University Library may make it unreservedly available for inspection. I further agree that permission for copy of this thesis in any manner, in whole or in part, for scholarly purposes may be granted by supervisor **Dr. Nor Asma Lode** or, in his absence by the Dean of Faculty Othman Yeop Abdullah Graduate School of Business. It is understood that any coping or publishing or using of this thesis or parts thereof for financial gain shall not be allowed without any written permission. It is also understood that due recognition shall be given to me and to University Utara Malaysia for any scholarly use which may be made of any material from this thesis.

Requests for the grant of permission to copy or to make other use of material in this thesis, in whole or in part should be address.

Dean of Othman Yeop Abdullah Graduate School of Business

University Utara Malaysia

06010 Sintok

Kedah Darul Aman

ACKNOWLEDGMENT

In the name of ALLAH, the most gracious and most merciful

Praise and gratitude be given to Allah the Almighty for putting forward me such a great strength, patience, courage, and ability to complete this thesis. I owe a great deal of gratitude to University Utara Malaysia for giving me the chance to pursue my higher education and to accomplish my purpose of getting this degree, as well as to

whole Malaysia (government and friendly people).

My excessive gratefulness to my supportive and helpful supervisor, **Dr. Nor Asma**

Lode for her thoughtful guidance, sagacious advices, valuable suggestions, and

precious comments during construction my dissertation. Also, I would like to take

this opportunity to express my appreciation to reviewer Dr. Noriah Che Adam for

reviewing this thesis.

I would like to present my thanks to my mother, wife and all my relatives and friends

those who helped me always on study through the provision of means of comfort to

me and bear all the trouble. I also would like to express my grateful appreciation to

all my lecturers who have imparted me valuable knowledge and know-how during

my study.

I am thankful and appreciate of what I have conquered. To all those people, thank

you so much.

iv

ABSTRACT

This study uses the framework of the agency theory to systematically investigate the relationship between corporate governance mechanisms; board of directors' characteristics (board size, board independence, duality, board meetings, and director's ownership) and audit committee size with the level of information asymmetry in UAE. The multiple regression analysis provides evidence that board size is significantly positive related to information asymmetry. While board independence, board meetings, directors' ownership and audit committee size have a significantly negative association related to information asymmetry. The findings show that the information asymmetry among the United Arab Emirates (UAE) companies is high and the implementation of the Code of Corporate Governance more likely to be underdevelopment.

Keywords: corporate governance, information asymmetry, shareholders, United Arab Emirates (UAE)

TABLE OF CONTENTS

PER	RMISSION TO USE	III
ACK	KNOWLEDGMENT	IV
ABS	TRACT	V
LIST	Γ OF TABLES	VIII
LIST	Γ OF ABBREVIATIONS	IX
CHA	APRE ON: INTRODUCTION	1
1.1	BACKGROUND OF THE STUDY	1
1.2	PROBLEM STATEMENT	
1.3	RESEARCH QUESTIONS	6
1.4	RESEARCH OBJECTIVES	
1.5	SCOPE OF THE STUDY	
1.6	SIGNIFICANCE OF STUDY	
1.7	DEFINITION OF TERMS	
	7.1 Information Asymmetry	
	7.2 CORPORATE GOVERNANCE	
	7.3 BOARD INDEPENDENCE	
1.	.7.4 CEO DUALITY	
1.	7.5 DIRECTOR OWNERSHIP	10
1.	7.6 AUDIT COMMITTEE	11
1.8	ORGANIZATION OF THE STUDY	11
1.9	CONCLUSION	11
СНА	APTER TWO:_LITERATURE REVIEW	13
2.0	INTRODUCTION	
2.1	INFORMATION ASYMMETRY	
	CORPORATE GOVERNANCE MECHANISMS AND INFORMATION ASYM	
	2.1 BOARD OF DIRECTORS	
۷.	2.2.1.1 Board of Directors Size	
	2.2.1.2 Independent Board Members	
	2.2.1.3 CEO Duality	
	2.2.1.4 Director Ownership	
	2.2.1.5 Board of Director Meetings	
2.	2.2 Audit Committee Size	33
2.3	CONCLUSION	35
CHA	APTER THREE: RESEARCH FRAMEWORK AND METHODOLOGY	36
3.0	INTRODUCTION	36
3.1	AGENCY THEORY	
3.2	HYPOTHESES DEVELOPMENT	37
	2.1 Board Size	
	2.2 BOARD SIZE: 2.2 BOARD INDEPENDENCE	
	2.3 CEO DUALITY	
	2.4 DIRECTOR OWNERSHIP	
3.	2.5 BOARD OF DIRECTOR MEETINGS	43

3	3.2.6	AUDIT COMMITTEE SIZE	44
3.3	RES	EARCH FRAMEWORK	44
3.4	RESE	ARCH DESIGN	46
3	3.4.1	DATA COLLECTION	46
3	3.4.2	OPERATIONAL DEFINITION AND MEASUREMENT OF THE VARIABLES	47
	3.4.2	2.1 Information Asymmetry	47
	3.4.2	2.2 Board Size	47
	3.4.2	- · · · · · · · · · · · · · · · · · · ·	
	3.4.2		
	3.4.2	- · · · · · · · · · · · · · · · · · · ·	
	3.4.2	1	
	3.4.2		
	3.4.2	2.8 Firm Size	49
3.5	CO	NCLUSION	50
CH	APTE	R FOUR: FINDINGS AND DISCUSSIONS	51
4.0		RODUCTION	
4.1		SCRIPTIVE ANALYSES	
4.2		LTIPLE REGRESSION ANALYSIS	
4.3	CO	NCLUSION	61
CH	APTE	R FIVE: CONCLUSION	62
5.0	INTR	ODUCTION	62
5.1	OV	ERVIEW OF THE STUDY	62
5.2	FIN	DINGS AND DISCUSSION	63
5.3	CO	NTRIBUTIONS OF THE STUDY	66
5.4	LIN	HTATIONS OF STUDY	68
5.5		TURE RESEARCH	
5.6	CO	NCLUSION	69
REI	FFRF	NCFS	71

LIST OF TABLES

Table 3.1 Summary of Predictor Variables	49
Table 4.1 Descriptive Statistics	51
Table 4.2 Descriptive Statistics of Binary Variables	54
Table 4.3 Summary of Regressions Model	55
Table 4.4 Coefficients Regression Analysis	56
Table 4.5 Correlation.	57
Table 4.6 Variance Inflation Factor and tolerance	58
Table 4.7 Normality Tests	60
Table 5.1 the Findings	66
LIST OF FIGURE	
Research Framework 3.1	45

LIST OF ABBREVIATIONS

CEO: Chief Executive Officer.

UAE : United Arab Emirates.

OECD : Organization for Economic Co-operation and Development.

GCC : Gulf Cooperation Council

SPSS : Statistical Package for Social Science.

VIF : Variance Inflation Factor.

GAAP : Generally Accepted Accounting Principles

IPO : Initial Public Offering

SEC : Securities and Exchange Commission

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

The asymmetry lies in the difference between what the most informed stakeholders know but the uninformed stakeholders are not informed about certain information. This link impacts growth options, risk, managerial incentives and other factors which mean that the relation does not stem out from an intrinsic doubt regarding the firm performance (Hilary, 2006). Information asymmetry also means when one or more investors are privy to the firm's value while the rest can only access public information (Brown & Hillegeist, 2007). Relationships between companies and upstream suppliers have always been characterized by information asymmetries in a way that one member of the party to the transaction has more information compared to the other (Martin & Johnson, 2010). For instance, information asymmetries stem from hidden actions, meaning to say that the firm has no idea how the upstream supplier will react when he is acting in an unethical way.

The actual elimination of information asymmetry's negative impact can be carried out through maximizing the access to information regarding the company that is non-standard and through the increase of the information visibility of what the company offers the stakeholders. The risk lies in the varying interpretation of the information that the company provides which may lead to different stakeholder behavior (Jasso, 2009). According to Mercer (2004), information precision is an attribute of information that underlies disclosure credibility. It is evident that asymmetric information is related with information disclosure. In other words, the less the information is transparent, the lower the information disclosure will be (Kong, Xiao &

REFERENCES

- Abdullah, S. (2004). Board composition, CEO duality and performance among Malaysian listed companies. *Corporate Governance*, 4(4), 47-61.
- Adams, R., & Mehran, H. (2002). Board structure and banking firm performance. Working Paper, Federal Reserve Bank of New York.
- Adawi, M. & Rwegasira, K. (2011). Corporate boards and voluntary implementation of best disclosure practices in emerging markets: Evidence from the UAE listed companies in the Middle East, International Journal of Disclosure and Governance. 8 (3), 272–293.
- Al–Twaijry, A.A.M.; Brierley, J.A.; & Gwilliam, D.R. (2002). An Examination of the Role of Audit Committees in the Saudi Arabian Corporate Sector, Corporate Governance: *An International Review*, 10 (4), 288-297.
- AICD (2008). Audit Committees A Guide to Good Practice, AICD Publications E-Book, web ,http://www.auasb.gov.au/admin/file/content102/c3/Audit_Committee_Guide.pdf.
- Anderson, R., Mansi, S., & Reeb, D. (2004). Board characteristics, accounting report integrity, and the cost of debt. *Journal of Accounting and Economics*, 37(4), 315-347.
- Andres P., Azofra, V. & Lopez, F. (2005). Corporate Boards in OECD Countries: size, composition, functioning and effectiveness. *America; Europe, Western*,13 (2), 197-210.
- Bartov, E.; Bodnar, G., M. (1996). Alternative Accounting Methods, Information Asymmetry and Liquidity: *Theory and Evidence, Accounting Review*, 71 (3), 397-418.
- Beasley, M. (1996). An empirical analysis of the relation between the board of directors and financial statement fraud. *The Accounting Review*, 71(5), 443-465.
- Bergh, D., D.; Johnson, R., A.; & Dewitt, R., L. (2008). Restructuring through spin-off or sell-off: transforming information asymmetries into financial gain, *Strategic Management Journal*, 29 (2), 133-148.
- Bhojraj, S., & Sengupta, P. (2003). Effect of corporate governance on bond ratings and yields: The role of institutional investors and outside directors, *Journal of Business*, 76(4), 455-475.
- Brickley, J.A., Coles J.L. and Jarrell, G. (1997). Leadership structure: separating the CEO and Chairman of the board. *Journal of Corporate Finance* 3 (3), 189-220.
- Brown, S.; & Hillegeist, S. (2007). How disclosure quality affects the level of information asymmetry. *Review of Accounting Studies*, 12 (2/3), 443-477.

- Byrd, J., & Hickman, K. (1992). Do outside directors monitor managers? Evidence from tender offer bids. *Journal of Financial Economics*, 32(2), 195–222.
- Cai, J., Liu, Y., & Qian, Y. (2009). Information asymmetry and corporate governance, Research Paper, web cited, http://faculty.lebow.drexel.edu/CaiJ/asygov.pdf.
- Carapeto, M., Lasfer, M., & Machera, K. (2005). Does duality destroy value? SSRN working paper series.
- Cashen, L. H. (2011). website cited, Board leadership structure under fire: CEO duality in the post-restructuring period, *Academy of Strategic Management Journal*,http:findarticles.com/p/articles/mi_m1TOK/is_S1_10/ai_n58487617/pg_5/.
- Chan, K.; Menkveld, A., J.; Yang, Z. (2008). Information Asymmetry and Asset Prices: Evidence from the China Foreign Share Discount, *Journal of Finance*, 63 (1), 159-196.
- Chiyachantana, C., N.; Jiang, C., X.; Taechapirrontong, N.; & Wood, R., A. (2004). The Impact of Regulation Fair Disclosure on Information Asymmetry and Trading: An Intraday Analysis. *Financial Review*, 39 (4), 549-577.
- Christopher, P. (2005). Corporate governance and the role of non-executive directors in large UK companies: An empirical study. *Corporate Governance*, 4(2), 52-63.
- Christozov, D., Chukova, S., Mateev, P. (2006). A Measure of Risk Caused by Information Asymmetry in e-Commerce, Issues in Informing Science and Information Technology, Volume 3, *supported by NFSI-BG*, Grant No VU-MI-105/2005.
- Chuen-Ping C. (2011). Bank Margin-Setting Behavior versus Risk-Managing Behavior Under. 43. Corporate Governance and Information Asymmetry, *International Journal of Organizational Innovation*, 3 (3), 43-86.
- Cohen, B., & D.; Dean, T., J. (2005). Information asymmetry and investor valuation of IPOs: Top management team legitimacy as a capital market signal, *Strategic Management Journal*, 26 (7), 683-690.
- Collier, P. (1993). Factors Affecting the Formation of Audit Committees in Major UK Listed Companies, *Accounting and Business Research*, 23, 421–430.
- Cormier, D., Aerts, W., Ledoux, M., L., & Magnan, M. (2009). Attributes of Social and Human Capital Disclosure and Information Asymmetry between Managers and Investors, *Canadian Journal of Administrative Sciences*, 26 (1), 71-88.
- Cumming, D.; & Johan, S. (2008). Information asymmetries, agency costs and venture capital exit outcomes, *Venture Capital*, 10 (3), 197-231.

- Denis, C., Marie-Josée L., Michel M., & Walter A. (2010). Corporate governance and information asymmetry between managers and Investors, Corporate Governance: *The International Journal of Effective Board Performance*, 10 (5), 574-589.
- Donato, F., & Tiscini, R. (2009). Cross ownership and interlocking directorates between banks and listed firms: An empirical analysis of the effects on debt leverage and cost of debt in the Italian case. *Corporate Ownership & Control*, 6(3), 473–481.
- Elayan, F., A.; Li, Jingyu; & Meyer, T., O. (2008). Accounting irregularities, management compensation structure and information asymmetry, *Accounting & Finance*, 48 (5), 741-760.
- Elder, J.; Jain, P., K.; Kim, Jang-Chul. (2005). Do Tracking Stocks Reduce Informational Asymmetries? An Analysis of Liquidity and Adverse Selection, *Journal of Financial Research*, 28 (2), 197-213.
- Evans, J., Henderson, D., & Trinkle, B. (2011). The Link Between Internet Financial Reporting and Information Asymmetry for American Depository Receipts, *Journal of Modern Accounting & Auditing*, 7 (9), 947-965.
- Fabiano, J. (2008). Asymmetric Information and Firms Trading Volume before a Scheduled Announcement: The Swiss Evidence, *Social Science Research Network*, web cited: http://ssrn.com/abstract=1126688.
- Fama, E., & Jensen M. (1983). Separation of ownership and control. *Journal of Law and Economics*, 26(2), p301-325.
- Felo, A., Krishnamurthy, S., Solieri, S. (2003). Audit Committee Characteristics and the Quality of Financial Reporting: An Empirical Analysis, web cited, http://fekool.com/wpcontent/uploads/downloads/2012/01/.
- Ferreira, M. A., and Laux P. A. (2007). Corporate Governance, Idiosyncratic Risk, and Information Flow," *Journal of Finance*, 62 (2), 951-989.
- Filbeck, G.; Webb, S., E. (2001). Information Asymmetries, Managerial Ownership, and the Impact of Layoff Announcements on Shareholder Wealth. *Quarterly Journal of Business & Economics*, 40 (2), 31.
- Forker, J. (1992). Corporate governance and disclosure quality. *Accounting and Business Research*, 22(86), 111-124.
- Genser, B., Cooper, P., Yazdanbakhsh, M., Barreto, M., & Rodrigues, L. (2007). A guide to modern statistical analysis of immunological data. *BMC immunology*, 8(1), 27.
- Gerayli. M., Yanesari, A. & Ma'atoofi, A. (2011). The Effect of Corporate Board Characteristics on Information Asymmetry: Case of the Iranian Listed

- Glosten L.R., Milgrom P.R. (1985). Bid, ask and transaction prices in a specialist market with heterogenously-informed traders. *Journal of Financial Economics*, 14(1), 71-100.
- Gregory, H., & Simms, M. E. (1999). Corporate Governance: What it is and why it matters, 9th International Anti-Corruption Conference, Durban, South Africa.
- Hair, J., Anderson, R., Tatham, R., & Black, W. (2010). Multivariate data analysis (7th ed.). Prentice Hall.
- Hassan, M. K. (2011). Corporate Governance Practices in Emerging Economies: Initial Findings From the UAE, China-USA Business Review, ISSN 1537-1514, 10 (9), 856-864.
- Hilary, G. (2006). Organized labor and information asymmetry in the financial markets, *Review of Accounting Studies*, 11 (4), 525-548.
- Hung-Chang C., Yi-Ching H. & Ching-Yi K. (2005). Website quality and customer's behavioural intention: an exploratory study of the role of information asymmetry. *Total Quality Management & Business Excellence*, 16 (2), 185-197.
- Jasso, S., D. (2009). Sarbanes-Oxley--context & theory: market failure, information asymmetry & the case for regulation, *Journal of the Academy of Business & Economics*, 9 (3), 105-118.
- Jensen, M., & Meckling, W. (1976). Theory of the firm: managerial behavior, agency costs and ownership structure. *Journal of Financial Economics*, 3(3), 305-360.
- Jian Y. (2003). Market Segmentation and Information Asymmetry in Chinese Stock Markets: A VAR Analysis, *The Financial Review* 38, 591—609.
- Joon C. (2005). Trading Volume, Information Asymmetry, and Timing Information. *Journal of Finance*, 60 (1), 413-442.
- Judge, W., Naoumova, I., & Koutzevol, N. (2003). Corporate governance and firm performance in Russia: An empirical study. *Journal of World Business*, 38(4), 385-396.
- Kanagaretnam, K., Lobo, G., & Whalen, D. (2007). Does good corporate governance reduce information asymmetry around quarterly earnings announcements?, Journal of Accounting & Public Policy, 26 (4), 497-522.
- Kattingeri, A. H. (2010) Ethics in Financial Accounting, web cited, http://www.articlesbase.com/accounting-articles/ethics-in-financial-accounting-2674764.html.
- Kelton, A. S. and Yang, Y. (2008). The impact of corporate governance on Internet

- Klein, A. (2002). Audit committee, board of director characteristics, and earnings management. *Journal of Accounting and Economics*, 33(4), 375–400.
- Kline, R. (1998). Principles and practices of structural equation modeling. New York: Guilford Press.
- Kong, D., Xiao, T., Liu. S. (2011). Asymmetric information, firm investment and stock prices, *China Finance Review International*, (1), 6-33.
- Lawrence, J. & Stapledon, G. (1999). Do Independent Directors Add Value?, Centre for Corporate Law and Securities Regulation, University of Melbourne, Australia, ISBN 0734017480, 1-60.
- Lefort, F., & Urzua, F. (2008). Board independence, firm performance and ownership concentration: Evidence from Chile. *Journal of Business Research*, 61(6), 615-622.
- Lewisy, G. (2007). Asymmetric Information, Adverse Selection and Seller Disclosure: The Case of eBay Motors, Harvard University, web cited: http://www.gsb.stanford.edu/sites/default/files/documents/ame_11_07_lewis.pd f.
- Limpaphayom, J., & Connelly, P. (2006). Board characteristics and firm performance: Evidence from the life insurance industry in Thailand Chulalongkorn. *Journal of Economics*, 16(2), 101-124.
- Lipton, M., & Lorsch, J. (1992). Modest proposal for improved corporate governance. *Business Lawyer*, 12(3), 48-59.
- Mallette, P. (1992). Effects of board composition and stock ownership on the adoption of poison pills. *Academy of Management*, 35(8), 1010 –1035.
- Marcel, B.; Orţan, T.; & Otgon, C. (2010). information asymmetry theory and Corporate governance systems, Annals of the University of Oradea, *Economic Science Series*, 19 (2), 516-522.
- Marquardt, C., A.; & Wiedman, C., I. (1998). Voluntary Disclosure, Information Asymmetry, and Insider Selling through Secondary Equity Offerings. Full Text Available, *Contemporary Accounting Research*, 15 (4), 505-537.
- Martin, K., D.; & Johnson, J., L. (2010). Ethical beliefs and information asymmetries in supplier relationships, *Journal of Public Policy & Marketing*, 29(1), Special issue: Special issue on stakeholder marketing. 38-51.
- Maury, B. (2006). Corporate performance, corporate governance, and top executive turnover in Finland", *European Financial Management* 12, 221-248.

- Menon, K., & Williams, J. (1994). The use of audit committees for monitoring. *Journal of Accounting and Public Policy*, 13(2), 121-139.
- Mercer, M. (2004). How Do Investors Assess the Credibility of Management Disclosures? *Accounting Horizons*, 18(3), 185-196.
- Mnif, A. (2009). Board Of Directors And The Pricing Of Initial Public Offerings (Ipos): Does The Existence Of A Properly Structured Board Matter? Evidence From France, La place de la dimension européenne dans la Comptabilité Contrôle Audit, Strasbourg, France (2009), http://halshs.archives-ouvertes.fr/halshs-00459257_v1/.
- Moeller S. B., Schlingemann, F. P., & Stulzc, R. M. (2002). Firm size and the gains from acquisitions, Journal of Financial Economics, 0304-405X/02.
- Moeller, S. B., Schlingemann, F. P., & Stulz, R. M. (2007). How do diversity of opinion and information asymmetry affect acquirer returns? *Review of Financial Studies* 20, 2047–2078.
- Naser, K., Al-Khatib, K., & Karbhari, Y. (2002). Empirical evidence on the depth of corporate information disclosure in developing countries: The case of Jordan. *International journal of commerce and management*, 12(3/4), 122-155.
- Nsei (2006,). FAQs on Corporate Governance, NATIONAL STOCK EXCHANGE OF INDIA LTD. Website: www.nseindia.com.
- Nwezeaku, N., C.; & Okpara, G., C. (2010). Stock Market Volatility and Information Asymmetry: Lessons from Nigeria, *Interdisciplinary Journal of Contemporary Research in Business*, 2 (1), 67-79.
- OECD (2004). Organisation for Economic Co-operation and Development. "OECD Principles of Corporate Governance", *OECD Publications Service*, pg. 17-58.
- OFFICER, M., S.; POULSEN, A., B.; & STEGEMOLLER, M. (2009). Target-firm information asymmetry and acquirer returns. *Review of Finance*, 13 (3), 467-493.
- Parker, L. D. (2007). Financial and external reporting research: The broadening corporate governance challenge. *Accounting and Business Research*, 37(1), 39-54.
- Qi Zhou, J.; Anand, J.; & Jiewei Yu, J. (2007). Information Asymmetry in International Acquisitions: The role of Information Institutions, *Academy of Management Annual Meeting Proceedings*, 1-6.
- Rau R., (2004), website cited, CEO duality, Judge Business School at the University of Cambridge, http://lexicon.ft.com/Term?term=CEO%20duality
- Richardson, V., J. (2000). Information Asymmetry and Earnings Management: Some evidence, *Review of Quantitative Finance & Accounting*, 15 (4), 325-356.

- Roberts, G., & Yuan, L. (2006). Does institutional ownership affect the cost of bank borrowing? SSRN working paper: http://ssrn.com/abstract=930138. 28.3.2011.
- Roberts, J., McNulty, T., & Stiles, P. (2005). Beyond agency conceptions of the work of the non-executive director: Creating accountability in the boardroom. *Journal of Management*, 16(1), 5-26.
- Silver, M. (1997). Business statistics. (2nd ed.). Published by McGraw-Hill Publishing Company.
- Srivastava, J., & Chakravarti, D. (2009). Channel Negotiations with Information Asymmetries: Contingent Influences of Communication and Trustworthiness Reputations.Full Text Available, *Journal of Marketing Research (JMR)*, 46 (4), 557-572.
- Sung, W.& Jin, Y. (2007). Effects of Independent and Friendly Outside Directors, Seoul National University, Korea, web cited, http://wizard.korea.ac.kr/user/aicg/data.
- Tobin, J.,& Brainard, W. C. (1977). Economic Progress, Private Values, and Public Policy, Cowles Foundation Paper 440, web cited: http://en.wikipedia.org/wiki/Tobin%27s_q#endnote_spelling.
- Vafeas, N. (1999). Board meeting frequency and firm performance. *Journal of Financial Economics*, 53(2), 113-143.
- Vander Bauwhede, H.J. & Willekens, M. (2008). Disclosure on corporate governance in the European Union', Corporate Governance: *An International Review*, 16 (2), 101-15.
- Vinten, G. (1998). Corporate governance: An international state of the art. *Managerial Auditing Journal*, 13(7), 419-431.
- Vitez, O. (2001). Three Types of Corporate Governance Mechanisms, eHow Contributor, web cited, http://www.ehow.com/list_7168617_three-types-corporate-governance-mechanisms.html.
- Welker, M. (1995). Disclosure Policy, Information Asymmetry, and Liquidity in Equity Markets. *Contemporary Accounting Research*, 11 (2), 801-827.
- Williams, W. E. (1999). Moral Hazards, George Mason University, web cited: http://econfaculty.gmu.edu/wew/articles/99/Moral-Hazards.htm.
- Wilson, W. (2011). Information Asymmetry and Corporate Governance in New Zealand, University of Otago, web cited, http://otago.ourarchive.ac.nz/handle/10523/1696.
- Wyman, M. (2001). Thinking about Governance: A Draft Discussion Paper, Prepared for the Commonwealth Foundation, Citizens and Governance Programme.

- Yee Boon & Zain, M. (2007). Do Board Characteristics affect Information Asymmetry? Evidence from Malaysia, Cited website, www.af.polyu.edu.hk/jcae_af/2010/paper_p/Session%207.pdf.
- Zhang, Y. (2008). Information Asymmetry and the Dismissal of Newly Appointed CEOs: An Empirical Investigation, *Strategic Management Journal*, 29 (8), 859-872.

Zikmund, W. (2003). Business research methods. (7th ed.). Drden press.