

SIXTH EDITION

THE

Compensation Handbook

A STATE-OF-THE-ART GUIDE

TO COMPENSATION
STRATEGY AND DESIGN

LANCE A. BERGER AND DOROTHY R. BERGER

Compensation Handbook

Milton L. Rock



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vexing HR problem and responding to the varying needs and desires of a multicultural multi generational workforce ranging from the over sixty traditionalists to the new Millennials The Compensation Handbook illustrates how employee compensation addresses these and many other critical topics including Unwrapping the riddle of employee pay Creating a total reward strategy Effectively using competency based pay Utilizing the most effective approaches to broadbanding Applying the best performance management practices Demystifying CEO pay Creating team based incentives for strong outcomes Rationalizing board compensation Applying a solid program for addressing work life issues Designing compensation systems that support talent management strategies Never before has such dramatic changes in the workforce occurred as rapidly as they are today With economies stretching around the globe and the recent rise of foreign financial giants among numerous other radical changes in business and industry those in the field of human resources and compensation are faced with an entirely new catalog of concerns This long time industry staple contains all the methods tools and diagnostics you ll need to navigate the maze Packed with the most comprehensive and insightful information you ll find anywhere The Compensation Handbook offers not only straightforward answers to specific problems but also provides a firm foundation for solving issues unique to your company *Handbook of Wage and Salary Administration* Milton L. Rock,1972

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Managing Compensation (and Understanding It Too) Donald L. Caruth,Gail D. Handlogten,2001-02-28 This text is a lively well written and carefully illustrated guide to the mysteries and mystique of how people are compensated for their efforts in all types of organizations With clear discussions of what works what doesn t and why this intensely practical handbook it covers such topics as job evaluation job pricing employee benefit programs pay for performance and the compensation of executives sales personnel and international employees Executives and managers with no special training in pay determination and management will find it an easily accessible handbook that not only makes clear how compensation systems are conceived and developed but most importantly how they are implemented and administrated Its logical presentation and full coverage makes the book valuable as a text for upper level college students as well as a solid instructional resource for teachers The authors open with an overview of compensation and its role in organizations and then move to the legal environment in which compensation is embedded and the laws that govern it They describe current and traditional views of motivation and elucidate the importance of job analysis and its end products job description and job

specification The role of compensation surveys and their use in assigning monetary rates to jobs are discussed A topic of special interest to executives in New Economy organizations will be the purpose and importance of benefits particularly indirect monetary compensation stock options and other pay for performance incentives Caruth and Handlogten address the challenge of compensating teams and pay special attention to the often unique problem of compensating uppermost management sales people and employees abroad The text concludes with practical suggestions for the on going maintenance and management of compensation systems and how to adapt them to changing organizational circumstances **The Compensation Handbook** Lance A. Berger, Dorothy R. Berger, 2015 From using big data to solidify compensation decisions to building compensation programs that adapt to rapidly changing business and workforce scenarios to executing successful plays for new talent and more this book continues to be a groundbreaking tool that forward thinking compensation professionals and HR practitioners can use to substantially add value to their companies today and in the future

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