



Compensation: A Practitioner s Approach: With Visual Basic Applications for Excel Software Available (Paperback)

By James R Beatty

Authority Publishing, 2017. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. Compensation: A Practitioner s Approach is written from the practitioner s viewpoint, not from a purely academic viewpoint. Our focus is primarily on the practices and applications. Thus, our intent is to provide a roadmap for compensation professionals, guiding them in developing and managing compensation programs for organizations. There are many how to illustrations throughout the book that provide guidance for compensation analysts and HR managers. After all, the compensation an organization offers its workforce includes much more than just cash in one s paycheck. Strategic planning with well-defined approaches, models, and analytics have become essential to the compensation professional. Most compensation functions developed over the past fifty years have focused on the pay and benefits components of compensation, with many other components merely treated as afterthoughts. However, the core of compensation goes well beyond pay and benefits and have existed for many years in most organizations. We just called them by other names. For example, training and development has been essential for the benefit of both the individual and the organization. Performance appraisal is essential for making sure the leaders and the...



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