



## Strategic Compensation (3rd Edition)

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By Joseph J. Martocchio

Pearson Education, 2004. Softcover. Book Condition: Neu. Gebraucht - Sehr gut Unbenutzt. Schnelle Lieferung, Kartonverpackung. Abzugsfähige Rechnung. Bei Mehrfachbestellung werden die Versandkosten anteilig erstattet.

- Success in the marketplace is as much a function of the way business practitioners manage employees as it is a function of a company's structure and financial resource. Compensating employees represents a critical human resource management practice; Without sound compensation systems, companies would not be able to attract and retain the best qualified employees. Compensation systems can promote companies' competitive advantages when properly aligned with strategic goals. Likewise, compensation practices can undermine competitive advantages when designed and implemented haphazardly. ~The title of this book--Strategic Compensation: A Human Resource Management Approach--reflects the importance of employees as key elements of strategic compensation programs. This book provides a solid understanding of the art of compensation practice and its role in promoting companies' competitive advantages. Students will be best prepared to assume the roles of competent compensation professionals if they possess a grounded understanding of compensation practices and the environments in which business professionals plan, implement, and evaluate compensation systems. Thus, we examine the context of compensation practice, the criteria used to compensate employees, compensation system design issues, employee...

### Reviews

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-- Prof. Arlie Bogan

*It is in a single of the best book. This is for those who state there had not been a well worth reading through. Once you begin to read the book, it is extremely difficult to leave it before concluding.*

-- Dr. Barney Robel Jr.