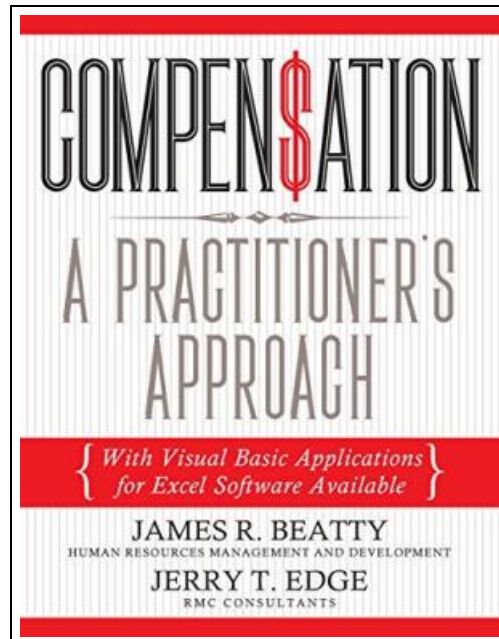# Compensation: A Practitioner s Approach: With Visual Basic Applications for Excel Software Available (Paperback)

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Reviews

This pdf is fantastic. It really is basic but shocks inside the 50 % in the pdf. I realized this pdf from my i and dad encouraged this pdf to discover.

(Hunter Witting)

COMPENSATION: A PRACTITIONER S APPROACH: WITH VISUAL BASIC APPLICATIONS FOR EXCEL SOFTWARE AVAILABLE (PAPERBACK)

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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 workforce are correctly performing the required tasks. Recognition is essential for motivating people to correctly and enthusiastically perform their work. Promotion into the next level position within the hierarchy of jobs requires skills, abilities, and understanding on the part of the human resources department. As we moved into the twenty-first century, the WorldatWork Professional Association began to recognize the role of a compensation professional as more than just compensation and benefits, but now includes individual work life as well. A Total Rewards Program, as described on WorldatWork s website, describes the T-1 Certification course as follows: Learn what is required...

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