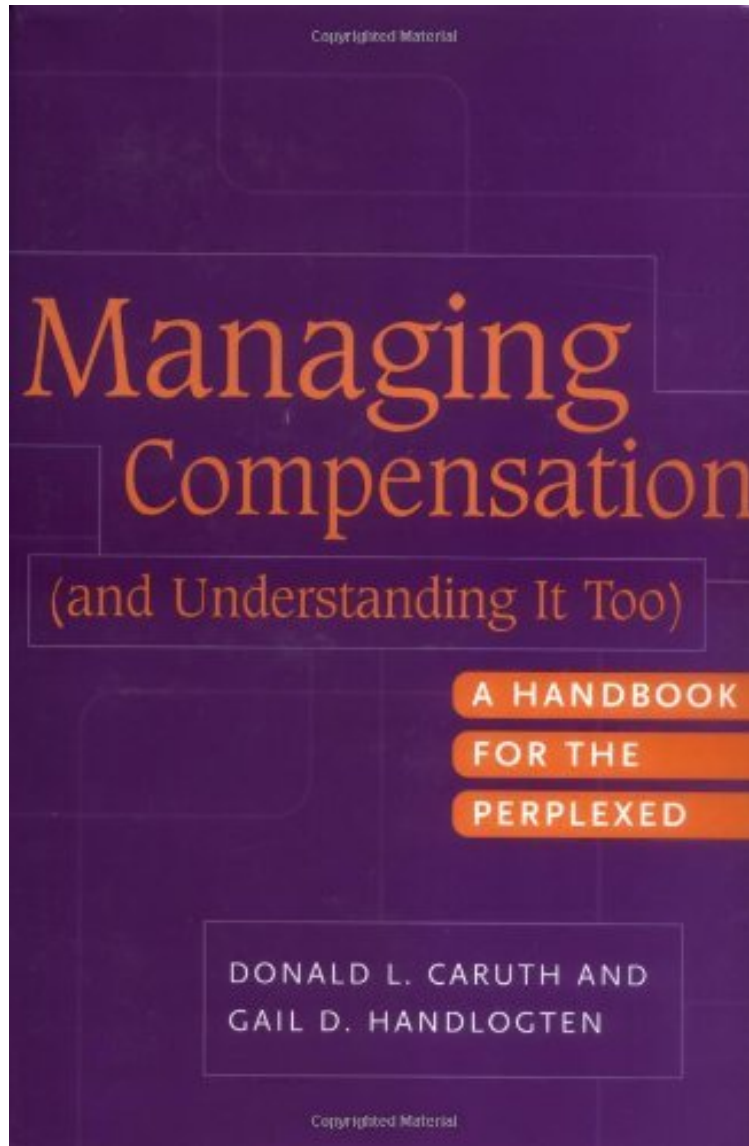


Managing Compensation (and Understanding It Too): A Handbook for the Perplexed

Donald L. Caruth, Gail D. Handlogten

**Download PDF | ePub | DOC | audiobook | ebooks*



DOWNLOAD



READ ONLINE

#3923728 in eBooks 2001-02-28 2001-02-28File Name: B000W25HSQ | File size: 31.Mb

Donald L. Caruth, Gail D. Handlogten : Managing Compensation (and Understanding It Too): A Handbook for the Perplexed before purchasing it in order to gage whether or not it would be worth my time, and all praised Managing Compensation (and Understanding It Too): A Handbook for the Perplexed:

0 of 1 people found the following review helpful. I never received this book.....By Daniel S de AlmeidaI really wold like to read this book but it didn't arived. I'd like to know how cam I contact the store to have back my money or have the book ...

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 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 administered. 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.

"Intended as a text book for managers, but without the typical book format, this is an excellent introduction to cash compensation and benefits....The book provides enough detail for serious readers and gives a balanced presentation of approaches. Highly recommended."-Stern's Management /Stern's Sourcefinder?Intended as a text book for managers, but without the typical book format, this is an excellent introduction to cash compensation and benefits....The book provides enough detail for serious readers and gives a balanced presentation of approaches. Highly recommended.?-Stern's Management /Stern's SourcefinderAbout the AuthorDONALD L. CARUTH holds a doctorate degree in management and has consulted on human resource matters, particularly pay and other forms of compensation, for more than 30 years. He is also Professor of Management at Amberton University, author of numerous books and articles, and co-author of *Staffing the Contemporary Organization* (Quorum, 1997).GAIL D. HANDLOGTEN is a human resource management consultant. With an advanced degree in human resources and training, she is a certified mediator and arbitrator and author or coauthor of more than 30 articles and books.