

<<The Complete Develop>>

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内容概要

In their desire to satisfy employees, many organizations focus too narrowly on money as compensation. Of course money is an important factor, but employee- and prospective employees are demanding more. Learning opportunities, advancement prospects, emotional rewards, and the ability to pursue a particular lifestyle are incentives that are drawing today's top-level workers to forward thinking organizations. Company leaders must retool their old pay systems and create new ones if they are to attract, motivate, and maintain a quality workforce. The Compensation Solution is a practical guide written for executives and from a traditional compensation system to an innovative rewards system. The Compensation Solution is designed to develop a total compensation package that addresses the varied needs and lifestyles of today's diverse workforce. Using this flexible, employee driven compensation system that allows employees to customize their individual compensation package. Based on ten compensation variables-base pay, augmented pay, indirect pay, works-pay, perks-pay, opportunity for advancement, opportunity for growth, psychic income, quality of life, and the X factor-The Compensation Solution hones complex concepts into easy-to-understand ideas that can be readily applied. In addition, the book is filled with helpful suggestions and specific guidelines that will help any organization, no matter how large or how small, develop a total compensation package that will become a magnet for exceptional employees.

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作者简介

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