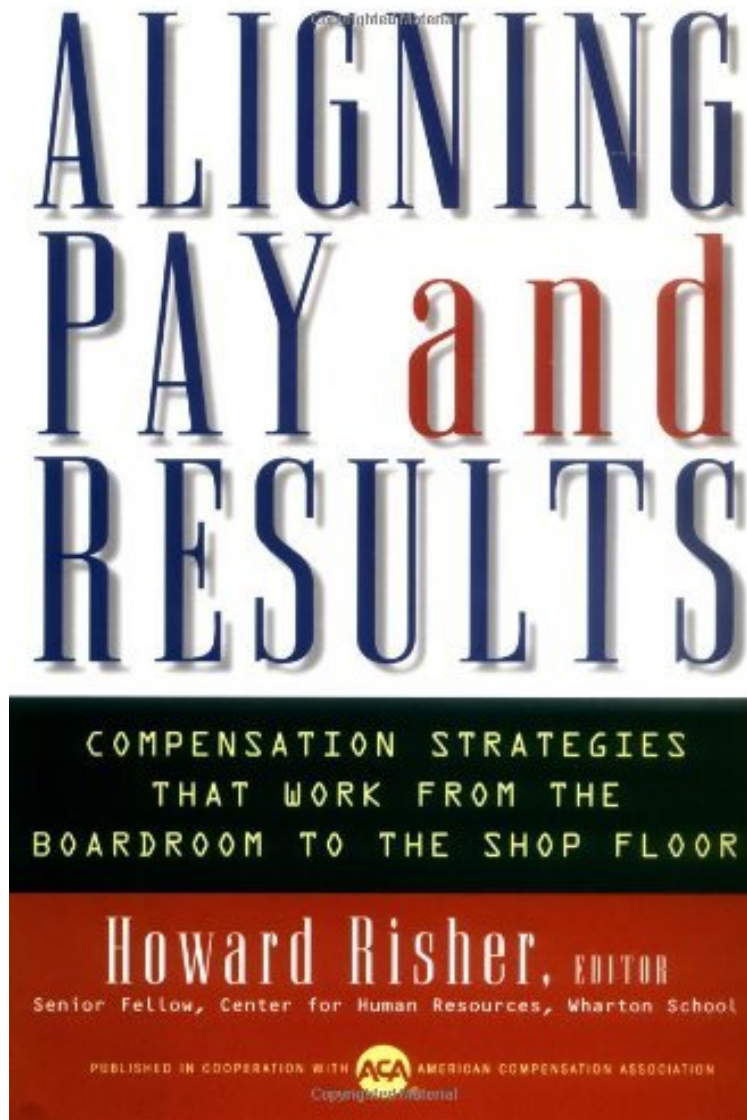


# Aligning Pay and Results: Compensation Strategies That Work from the Boardroom to the Shop Floor

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From AMACOM : **Aligning Pay and Results: Compensation Strategies That Work from the Boardroom to the Shop Floor** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Aligning Pay and Results: Compensation Strategies That Work from the Boardroom to the Shop Floor:

0 of 0 people found the following review helpful. Absolutely a "Must Buy"!!!By Writer/Producer/DirectorLet me start off immediately by saying that I have no vested interest in promoting this book. However, having said that, THIS BOOK IS BY FAR THE BEST I've seen focused on aligning employees and corporate strategy. The book provides

very meaningful and immediately implementable ideas on how to incorporate performance-based compensation systems throughout the organization. "Aligning Pay and Results" would be particularly useful for managers and companies implementing a shareholder value program. Certainly, there are other books which cover the subject well and even expand upon some of the ideas; but I have yet to find one that does it better. "Aligning Pay and Results" is absolutely a "must buy." 11 of 11 people found the following review helpful. Mostly An Add For Consultants By A Customer I have been carrying this book around in my briefcase for awhile. I finally got to read it. It promises much but falls quite short. It is not well edited and the consultants are really narrow in their individual focus. It is more "selling" than "telling" and this is disappointing from such a group of potential experts. The editor asked each consultant to write in an area in which they are a leading figure. But the pieces are not well integrated nor does the editor set the contribution of each writer in the context of designing a usable pay solution. It is not much on "how to" and that's what I think people want from something like this. It focuses on specific tools and looks like much of it was adapted from the consultant's advertising material. Not very useful to a practitioner or academic. Writing is colorless and drab. I am a human resource executive in a moderately sized company and was looking for guidance and perhaps some answers. And this missed the boat for me. It did look promising because it is published by AMA and has some important firms making contributions. I am sorry but it just did not fill the bill for this human resource executive. 33 of 37 people found the following review helpful. An invaluable study By Turgay BUGDACIGIL " This book brings together a group of prominent consultants to focus on one of the most important trends in the management of people: the use of compensation as a reward for achieving organizational goals." Within the context of comparison between the new pay and traditional pay, throughout the book contributors discuss some vital issues with real cases such as: \* use of incentives as one of the tools to accomplish performance, \* compensation strategy and variable-pay system: DuPont case, \* competency-based and skill-based pay as incentives for employees to enhance their competence and add new skills, \* problems of team-based pay, I highly recommend this invaluable study as a resource for all HR professionals. See also: \* J. Schuster and P. Zingheim-The New Pay, \* J. Schuster and P. Zingheim-Pay People Right, \* T. Wilson-Rewards That Drive High Performance, \* J. Belcher-How to Design and Implement A Results-Oriented Variable Pay System

Measuring performance is now standard procedure at all levels of business. But the natural extension -- linking performance to compensation for every employee -- is only beginning to be recognized as a valuable strategy for continued organizational success.

About the Author Howard Risher (Philadelphia, PA) is a senior fellow at the Center for Human Resources, Wharton School, University of Pennsylvania. Contributors to Aligning Pay and Results include experts from DuPont, Towers Perrin, Sibson, William M. Mercer, and other leading firms.