

## <<The Complete Develop>>

### 图书基本信息

书名：<<The Complete Developeris Guide掌上电脑数据库编程>>

13位ISBN编号：9780471354017

10位ISBN编号：0471354015

出版时间：1999-11-15

出版时间：John Wiley & Sons

作者：Eric Giguere

页数：260

版权说明：本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问：<http://www.tushu007.com>

## <<The Complete Develop>>

### 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.

## <<The Complete Develop>>

### 作者简介

John E. Tropman is adjunct professor in the organizational behavior and human resources management program of the University of Michigan Business School and professor of social policy and nonprofit management at the University of Michigan School of Social Work.

书籍目录

Series ForewordForeword Preface PART 1 The Total Compensation Solution 1 From Old Pay to Total Compensation 2 Cafeteria Compensation: The New New PayPART 2 The Total Compensation Equation 3 The Battle of Base Pay: The Security of Salary 4 The Augmentation Accelerant: The Push for Performance 5 Indirect Pay: The Befuddlement of Benefits 6 Works-Pay and Perks-Pay: Acquiring Tools,Achieving Status 7 Personal Advancement and Growth: Tile Ladder or the Lattice? 8 The Softer Side of Compensation: Psychic Income,Quality of Life ,and the X FactorPART 3 Changing the old Pay Mind-Set and Structure 9 Upgrading Conventional CompensationAppendix A Look at Compensation Issues in the Public and Nonprofit SectorsNotesThe AuthorIndex

## <<The Complete Develop>>

### 版权说明

本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问:<http://www.tushu007.com>