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Strategic Compensation: A Human Resource, Global Edition
Strategic Compensation

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This text provides knowledge of the art
and science of compensation practice and
its role in promoting companies'
competitive advantage. Strategic
Compensation: A Component of Human
Resource Systems; Contextual Influences
on Compensation Practice; Traditional
Bases for Pay: Seniority and Merit;
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Building Internally Consistent

Compensation Systems; Building Market-
Competitive Compensation Systems;
Building Pay Structures That Recognize
Employee Contributions; Discretionary
Benefits; Employer-Sponsored Retirement
Plans and Health Insurance Programs;
Legally Required Benefits; Compensating
Executives; Compensating the Flexible
Workforce: Contingent Employees and
Flexible Work Schedules; Compensating
Expatriates; Pay and Benefits Outside the
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professionals interested in understanding
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