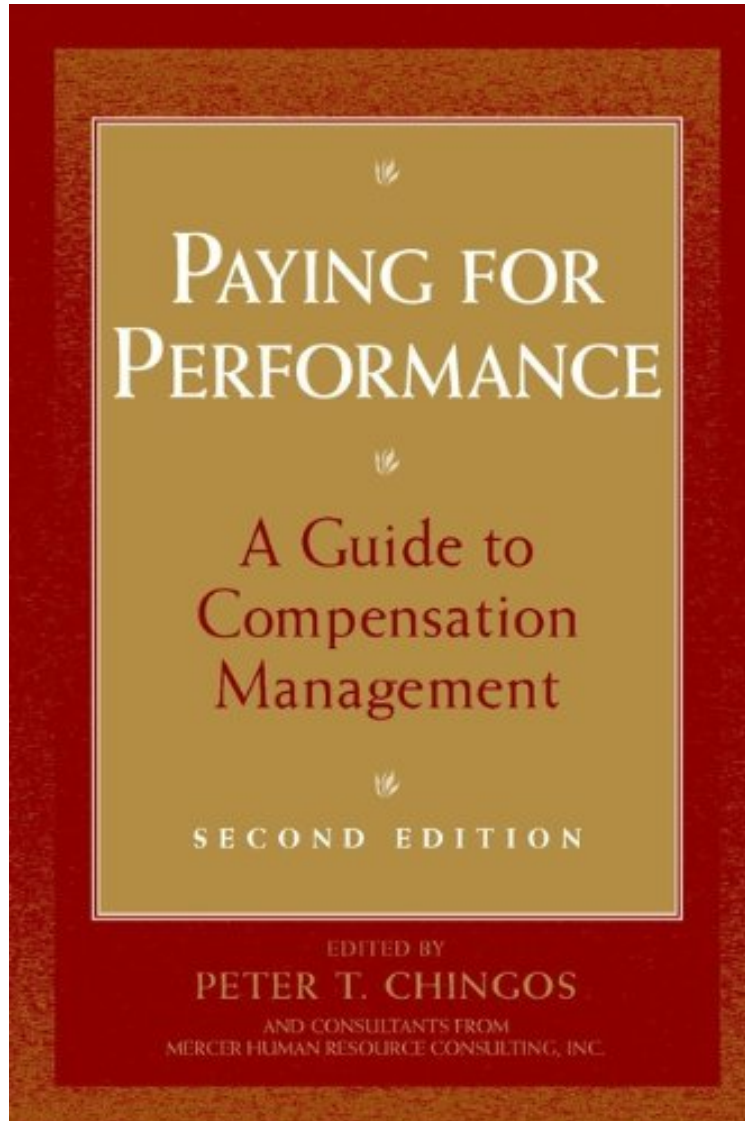


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Paying for Performance: A Guide to Compensation Management

Peter T. Chingos

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Peter T. Chingos : Paying for Performance: A Guide to Compensation Management before purchasing it in order to gage whether or not it would be worth my time, and all praised Paying for Performance: A Guide to Compensation Management:

0 of 0 people found the following review helpful. Five StarsBy Kendra HamblinBook is in great shape0 of 0 people found the following review helpful. Out-of-date, trends have changedBy RussellIt has some good definitions and information on how to set-up compensation plans, but it was last edited in 2002. Most of it is out-of-date and no longer in use. The trends and fads have since changed. It reflects the trends of its day well though. This book was probably read and followed by the same people that ran our economy into the ground in the mid-2000's. The world changes fast,

and this book is a historical document. I am actually disappointed my college class still uses it. All other business textbooks I have used are newer and point out the wrong way of doing business which *Paying for Performance* touts as the right way in some places. Out-of-date it is, but whatever it takes to pass the class right? 5 of 5 people found the following review helpful. Comprehensive, well written and very current
By A Customer
With executive pay under more extensive scrutiny than ever, I found this book an excellent way to resolve the dilemma about how to pay for performance. While my company's circumstances mean that there are no clear cut solutions, this was the only book I could find that laid out all the alternatives clearly and concisely. Overall, this is the best book on reward I have ever read, and I am sure I will be coming back to it again and again as my standard reference guide.

An up-to-date, revised edition of the complete, practical guide to designing and implementing effective compensation plans
A compensation package should be more than just the means to attract and retain talented executives. The right kind of plan can give your company a powerful strategic advantage. In *Paying for Performance, Second Edition*, consultants at Mercer Human Resource Consulting, Inc., one of the world's leading human resources consulting firms, give you the tools and techniques you need to design and implement a highly effective compensation program that will sharpen your company's competitive edge for years to come. The book also shows you how to understand shareholder expectations, government regulation, and a host of business and human resources issues.
Paying for Performance, Second Edition:
* Describes best practices used at America's top-performing companies
* Offers proven pay-for-performance tools for addressing current and future pay issues
* Uses case studies drawn from extensive Mercer Human Resource Consulting, Inc. research
* Addresses the special issues affecting pay-for-performance in not-for-profits
* Presents expert advice on managing talent and competencies to maximize performance
* Addresses the regulatory issues that affect executive compensation
* Covers everything from base pay to annual and long-term compensation

From the Inside Flap
Paying for Performance Second Edition
An effective compensation plan is more than just the happy medium between what a company can afford and what employees will settle for. A well-designed plan is a powerful tool that fosters excellence and builds competitive advantage. With increased scrutiny from shareholders and the public, as well as new laws regulating executive compensation, designing a good compensation plan is not an easy prospect. Boards of directors, company management, and human resources professionals must work together to develop a plan that balances business issues, human resources concerns, shareholder expectations, and current regulations. *Paying for Performance, Second Edition* is a practical guide to designing and implementing successful compensation plans, now revised and updated to reflect current thinking and recent changes. It provides proven compensation approaches and a set of powerful tools to help you solve existing problems and avoid future ones. It covers a broad range of crucial compensation issues, from overall reward strategy and talent management to annual and long-term incentives, performance management, sales compensation, and accounting and tax rules. Yoursquo;ll also find detailed analyses of the various approaches taken in companies throughout North America and practical guidance on how to adapt the best ones for your company. New chapters have been added on talent management, executive benefits, compensation in not-for-profit organizations, severance and retention programs, and broad-based equity compensation. Many of the compensation approaches described in *Paying for Performance, Second Edition* are based on extensive research projects conducted by Mercer Human Resource Consulting, Inc. over several years and reflect the best compensation practices now employed at many of Americarsquo;s most successful companies. The Second Edition of *Paying for Performance* includes many case studies, allowing you to compare and contrast your companysquo;s policies with those practiced at leading organizations. This expert guide is an invaluable resource for CFOs, COOs, senior human resources managers, board members, and all those involved with the design and implementation of compensation programs.
From the Back Cover
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About the Author
PETER T. CHINGOS is National Director for the Executive Compensation Consulting Practice of Mercer Human Resource Consulting, Inc.