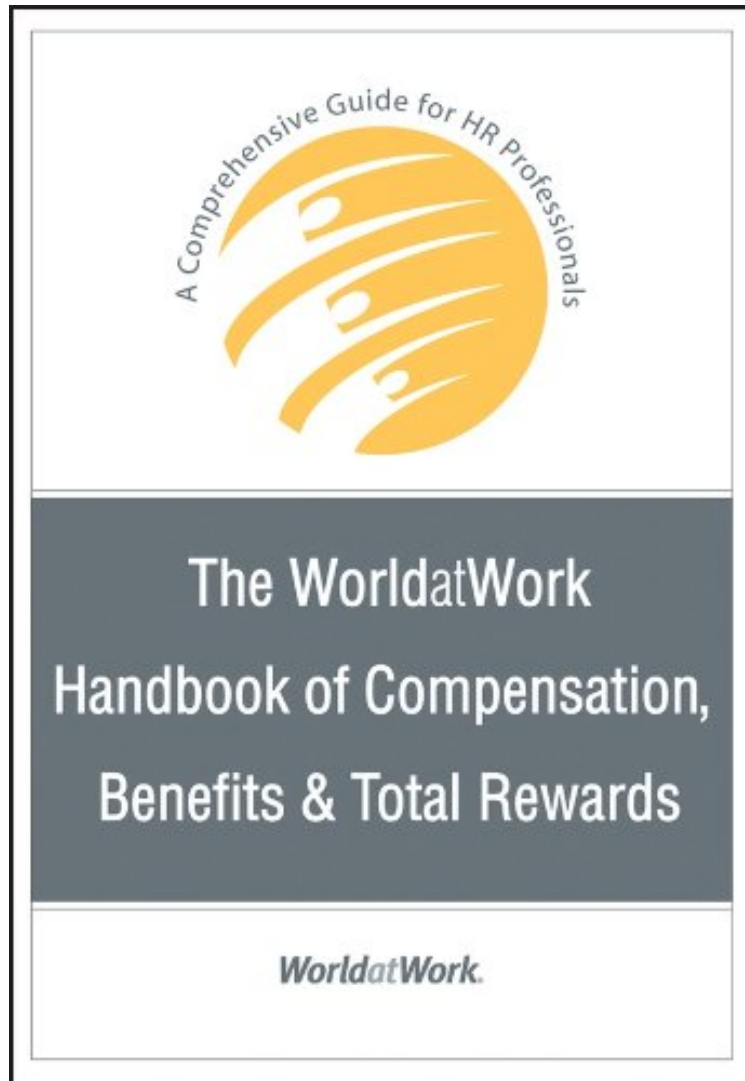


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Praise for The WorldatWork Handbook of Compensation, Benefits Total Rewards This is the definitive guide to compensation and benefits for modern HR professionals who must attract, motivate, and retain quality employees. Technical enough for specialists but broad in scope for generalists, this well-rounded resource belongs on the desk of every recruiter and HR executive. An indispensable tool for understanding and implementing the total rewards concept, the WorldatWork Handbook of Compensation, Benefits, and Total Rewards is the key to designing compensation practices that ensure organizational success. Coverage includes: Why the total rewards strategy works Developing the components of a total rewards program Common ways a total rewards program can go wrong Designing and implementing a total rewards program Communicating the total rewards vision Developing a compensation philosophy and package FLSA and other laws that affect compensation Determining and setting competitive salary levels And much more

From the Inside FlapThe WorldatWork Handbook of Compensation, Benefits, and Total Rewards is a comprehensive tool for recruiting, rewarding, and retaining talent in the twenty-first century. With its special focus on structuring and implementing a total rewards program, this is a fully modern guide to compensation. Today's best companies offer total rewards packages that go beyond compensation and benefits to attract, motivate, and retain employees. An excellent total rewards package will lead to positive changes in workforce behavior, reinforce overall business strategy, and ensure organizational success for the future. This handbook will show you how to find the proper mix of rewards that satisfies the personal and financial needs of your workforce within existing business conditions and cost constraints. Inside, you'll find metrics and methodologies for gauging the relative effectiveness of your compensation packages and ensuring that all your HR investments are smart and productive. You'll learn to integrate classic HR disciplines with innovative business strategies to design the perfect total rewards package for your organization, leading to measurable results that send the right signals to employees and deliver an excellent return on organizational investment. HR is changing fast with the birth of new industries and emerging markets, mergers and acquisitions, downsizing, globalization, corporate restructuring, and technological advances. The labor market is tight, and employers are looking for ways to work smarter, faster, and more efficiently. Meanwhile, younger generations and their nontraditional values are reshaping workforces and compensation practices. This book is the ultimate guide to designing a compensation and total rewards package that guarantees quality employees and a healthy workforce today and tomorrow.

From the Back CoverPraise for The WorldatWork Handbook of Compensation, Benefits Total Rewards This is the definitive guide to compensation and benefits for modern HR professionals who must attract, motivate, and retain quality employees. Technical enough for specialists but broad in scope for generalists, this well-rounded resource belongs on the desk of every recruiter and HR executive. An indispensable tool for understanding and implementing the total rewards concept, the WorldatWork Handbook of Compensation, Benefits, and Total Rewards is the key to designing compensation practices that ensure organizational success. Coverage includes: Why the total rewards strategy works Developing the components of a total rewards program Common ways a total rewards program can go wrong Designing and implementing a total rewards program Communicating the total rewards vision Developing a compensation philosophy and package FLSA and other laws that affect compensation Determining and setting competitive salary levels And much more

About the AuthorWorldatWork, founded in 1955, is the world's leading not-for-profit professional association dedicated to knowledge leadership in total rewards, compensation, benefits, and work-life. WorldatWork focuses on human resources disciplines associated with attracting, motivating, and retaining employees. Besides serving as the membership association of the professions, the WorldatWork family of organizations provides education, certification (Certified Compensation Professional/CCPreg., Certified Benefits Professionalreg./CBP, Global Remuneration Professional/GRPreg., and Work-Life Certified Professional/WLCP), publications, knowledge resources, surveys, conferences, research, and networking.