



The Compensation Handbook

Lance Berger, Dorothy Berger

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The Perennial Favorite of HR Professionals Seeking the Most Current, Insightful Reference in the Field

For over thirty-five years, human resources and management professionals have been turning to a single source for the most astute and up-to-date commentary about the state of the industry-*The Compensation Handbook*. Composed of one-hundred percent brand-new material from more than sixty authorities in the field, this fully updated edition provides direct insight into the most critical issues compensation and human resources professionals face today.

Among the many human-capital topics covered are new reward strategies for attracting and retaining highly qualified employees from America's fast-draining talent pool; addressing the mass retirement of baby boomers-the decade's most vexing HR problem; and responding to the varying needs and desires of a multicultural, multi-generational workforce ranging from the over-sixty traditionalists to the new "Millennials." The Compensation Handbook illustrates how employee compensation addresses these and many other critical topics, including:

- Unwrapping the riddle of employee pay
- Creating a total reward strategy
- Effectively using competency based pay
- Utilizing the most effective approaches to broadbanding
- Applying the best performance management practices
- Demystifying CEO pay
- Creating team-based incentives for strong outcomes
- Rationalizing board compensation
- Applying a solid program for addressing work-life issues
- Designing compensation systems that support talent management strategies

Never before has such dramatic changes in the workforce occurred as rapidly as they are today. With economies stretching around the globe and the recent rise of foreign financial giants, among numerous other radical changes in business and industry, those in the field of human resources and compensation are faced with an entirely new catalog of concerns. This long-time industry staple contains all the methods, tools, and diagnostics you'll need to navigate the maze.

Packed with the most comprehensive and insightful information you'll find anywhere, The Compensation Handbook offers not only straightforward answers to specific problems, but also provides a firm foundation for solving issues unique to your company.

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