

STRATEGIC REWARD MANAGEMENT

Design, Implementation, and Evaluation



ROBERT L. HENEMAN

Strategic Reward Management Design Implementation And Evaluation

Adrian Wilkinson, Stewart Johnstone



Strategic Reward Management Design Implementation And Evaluation:

Strategic Reward Management Robert L. Heneman, 2002 This book is a summary in a readings format of what the author has learned about strategic reward systems The collected material draws heavily on empirical research to guide the author's conclusions The book contains 26 articles which are divided into 10 topical areas 1 Introduction 2 Pay and the Changing Business Context 3 Pay in New Business Environments 4 Strategic Pay Issues 5 From Job Evaluation to Work Evaluation 6 Team Pay 7 Merit Pay Revisited 8 Competency Pay 9 Pay System Evaluation and 10 Conclusions The Future of Strategic Rewards In order for strategic reward programs to be effective they must be carefully managed The design implementation and evaluation issues raised in this book need to be carefully considered Plans need to be administered in a manner consistent with their intent Reward systems are doomed to fail when they are taken off the shelf and simply administered rather than developed specifically to the needs of the organization and then managed Research on these programs clearly shows the positive impact of these plans on organizational effectiveness when they are implemented well In addition strategic reward management holds great promise as a method of compensation for nontraditional reward environments such as public sector not for profit unionized organizations An index concludes this book Each chapter contains references RT

Strategic Reward Management Robert L. Heneman, 2002-06-01 The contents of this book center around the management of strategic reward systems In particular the book focuses in on the following elements of managing a reward system design implementation and evaluation It is my belief that too much time is spent on the administration of strategic reward systems at the expense of these other activities that add more value than does administration to the organization Moreover it is very important to remember that the management of reward systems takes place in a larger context that must be accommodated when designing implementing and evaluating strategic reward systems This larger context includes the business environment business strategy and compensation strategy Elements of the environment include the internal environment organizational structure business processes HR systems and external environment laws and regulations labor markets and unions The collection of articles presented throughout the book is very concerned with the fit of strategic reward management with the business environment business strategy and compensation strategy Research has clearly documented the importance of this fit to organizational effectiveness Gomez Mejia Balkin 1992 A practical illustration makes the point as well Taco Bell was found guilty in a class action suit by current and former employees In order to keep the number of labor hours low in a productivity formula used to grant bonuses to managers employee time sheets failed to account for overtime hours by employees Failure to pay attention to the legal context in designing implementing and evaluating a strategic reward program cost Taco Bell millions of dollars Gatewood 2001 Although all of the readings in the book focus in on the management of strategic rewards in the larger business context the readings are organized by topical area The selection of topics is simply based on my writing interests and do not reflect the entire domain of important topics

in strategic reward management

Armstrong's Handbook of Reward Management Practice Michael

Armstrong, 2010-03-03 Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward. It is aimed at both HR practitioners involved in employee reward as well as students who need to understand the importance of reward and how it can be successfully applied across organizations. The book is closely aligned to the CIPD's new standard in reward management and is supported by online resources for both lecturers and students. This new edition contains new research conducted by E Reward as well as brand new case studies of international companies who are effectively using reward to improve performance. It includes practical guidance on designing reward for all levels of employee as well as for teams and the organization. *A Handbook of Employee Reward*

Management and Practice Michael Armstrong, Tina Stephens, 2005. A practical handbook designed to provide guidance on the approaches that can be adopted in developing and managing reward strategies, policies and processes. Aligned to the CIPD's professional standards for employee reward, this book is an essential aid for students and lecturers as well as a practical aid for those concerned with developing and managing reward systems. Included is a lecturer's CD Rom resource providing screens of key points to accompany the book. The book is written in a highly readable style and contains many check lists, diagrams and summaries.

Setting Performance Targets

Carolyn Stringer, 2012-01-13. Targets are an important part of our work life whether we are setting them or meeting them. There is a science to target setting. Unfortunately, the behavioral impact of target setting on performance is underestimated. This can lead to serious consequences such as game playing, overcharging customers or demotivating competent managers. This book will help you fill the gap in target setting for performance. The pivotal issue in target setting is that it is an art as well as a science. Perhaps more of an art requiring a balance between the psychologies of the people taking initiatives, the science of estimating probabilities and aligning with strategies coupled with the motivational effects of incentives. You will also be introduced to some of the important methods in target setting such as forecasting, sensitivity analysis and probability analysis, all of which include practical examples to show how these techniques can be directly applied. In the end, you will learn how interrelated the various parts of organizational activities are and how they impact on each other, which is important since target setting must include an understanding of the organizational context, e.g. people, competitive environment, structure, strategy as well as the impact of incentive, compensation and information flows.

Shaping Pay in Europe

Conny Herbert Antoni, 2007. Shaping Pay in Europe: A Stakeholder Approach focuses on pay systems applied in the European Union. Giving due attention to the institutional setting of the European pay systems, the book discusses how European companies may approach pay as an integral part of their operational and strategic framework. Pay is an important topic for several stakeholders on the labour market. The book discusses the perspectives of various stakeholders: employees, employers, trade unions and employer associations on the issue of pay. Secondary analysis of earlier statistical studies and new empirical material on European pay systems is also presented.

in the book The book also aims at contributing to a better understanding of pay systems If one wants to understand the various pay systems of a company which pay elements and pay characteristics should one focus on Which are the essential pay characteristics shaping an individual's pay and how could these characteristics be studied or audited The book provides answers to both questions by presenting a practical yet sophisticated model of essential pay characteristics Aligning Human Resources and Business Strategy Linda Holbeche, 2022-04-26 What difference can the aspiring HR strategist really make to business value In the new and extensively updated edition of her ground breaking book Linda Holbeche answers this question and provides the tools and insights to help HR managers and directors add value to the organization by implementing effective HR initiatives that are aligned to core business strategies This edition includes new chapters fresh case questions specific sector twists like healthcare the university sector travel and tourism alongside a greater mix of international case studies Taking a more analytical approach than previous works Holbeche discusses and explores a number of contemporary academic debates Learn how you can strengthen and prove the relationship between people strategy and business success through your approach to performance and development and impress at the highest levels with this new edition of an HR classic Encyclopedia of Human Resource Management Adrian Wilkinson, Stewart Johnstone, 2016-01-29 The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with almost 400 entries on core HR areas and key concepts From age discrimination to zero hours contracts each entry reflects the views of an expert and authoritative author The terms included vary from singular concepts such as performance appraisal and industrial conflict to organisational behaviour terms including organisational culture and commitment and broader management terms such as resourcing and management development Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic This book is an ideal companion to a standard HRM textbook and both undergraduate and postgraduate students will find it to be of value It will also be useful for academic researchers HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts

Performance Management Herman Aguinis, 2018-07-15 Formerly published by Chicago Business Press now published by Sage Performance Management Fourth Edition covers the design and implementation of effective and successful performance management systems the key tools that can be used to transform employee talent and motivation into a strategic business advantage Author Herman Aguinis focuses on research based findings and up to date applications that consider the changing nature of work and organizations **Operations Research** Kuodi Jian, 2016-12-28 This book is dedicated to operations research of broad applications such as improving informational bases of performance measurement with grey relational analysis application of lean methodologies in a neurosurgery high dependency unit iteration algorithms in Markov decision processes with state action dependent discount factors and unbounded costs financial feasibility analysis of Natura Rab business case study and mathematical modeling of isothermal drying and its potential application in the design

of the industrial drying regimes of clay products Operations research is an important topic In addition to its obvious benefits of winning a war making most profit in a business endeavor and constructing a correct mathematical model it also provides a tool for efficient use of natural resources Furthermore both theory and practice of operations research and its related concepts are covered in the book and a reader can benefit from this balanced coverage

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