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Strategic Compensation in Canada is part of the market-leading Nelson Series in Human Resources Management. Home / Test Bank / Strategic Compensation in Canada Canadian 6th Edition Long Test Bank \$28.50 Download Sample Strategic Compensation in Canada Canadian 6th Edition Long Test Bank. Formulating Reward and Compensation Strategy Chapter 4: Components of Compensation Strategy Chapter 5: Performance Pay Choices Chapter 6: Formulating the Reward and Compensation Strategy Part Three ? Home Strategic Compensation in Canada, 6th Edition By Richard Long, Parbudyal Singh Digital eBook Savings of \$27.00 + instant delivery Print Book Orders usually arrive in 1-2 weeks. He has supervised more than 35 graduate students (Ph.D. and Master's). Updated! Keep cases current: The Building Strategic Compensation Systems casebook. For graduate and undergraduate courses in compensation, staffing, and human resources. In this sixth edition, we welcome Dr. Parbudyal Singh onto the project, who brings a wealth of experience and knowledge, while maintaining the foundation built by the late Dr. Richard Long. Strategic Compensation in Canada Canadian 6th Edition Long Long Test Bank with answers of this Test Bank only. He earned B.Com. Even practitioners starting to work in compensation or current professionals will find Strategic Compensation a useful reference. Test Bank comes in a PDF or Word format and available for download only. If you want the Solutions Manual please search on the search box. The project is divided into four sections, which correspond to fundamental goals of compensation practitioners. PART I: SETTING THE STAGE FOR STRATEGIC COMPENSATION Chapter 1: Strategic Compensation: A Component of Human Resource Systems Chapter 2: Contextual Influences on Compensation Practice PART II: BASES FOR PAY Chapter 3: Traditional Bases for Pay: Seniority and Merit Chapter 4: Incentive Pay Chapter 5: Person-Focused Pay PART III: DESIGNING COMPENSATION SYSTEMS Chapter 6: Building Internally Consistent Compensation Systems Chapter 7: Building Market-Competitive Compensation Systems Chapter 8: Building Pay Structures That Recognize Employee Contributions PART IV: EMPLOYEE BENEFITS Chapter 9: Discretionary Benefits Chapter 10: Employer-Sponsored Retirement Plans and Health Insurance Programs Chapter 11: Legally Required Benefits PART V: COMPENSATION CHALLENGES FOR STRATEGIC EMPLOYEE GROUPS Chapter 12: Compensating Executives Chapter 13: Compensating the Flexible Workforce: Contingent Employees and Flexible Work Schedules PART VI: COMPENSATION ISSUES AROUND THE WORLD Chapter 14: Compensating Expatriates Chapter 15: Pay and Benefits Outside the United States Pearson offers affordable and accessible purchase options to meet the needs of your students. The art and science of compensation practice. Savvas Learning Company is a trademark of Savvas Learning Company LLC. These cases are accompanied by questions to facilitate class discussion, and can be used as homework assignments. Virtually ever manager will be involved in making compensation decisions, which is why this text is relevant to human resource management majors, as well as accounting, finance, management, international management, marketing, and organizational behavior majors. All orders are placed anonymously. The content of the product is based on a foundation of scientific research, informed by relevant theoretical principles and verified by actual organizational experiences. While other resources focus on the behavioural principles in compensation or the technical details of compensation, Strategic Compensation in Canada goes beyond and includes a balanced, comprehensive, and integrated presentation of strategic, behavioural, and technical principles. Your purchase details will be hidden according to our website privacy and be deleted automatically. *NEW* The resource can be further enhanced by using Strategic Compensation: A Simulation, and MBA degrees from the University of Alberta, and a Ph.D from Cornell University in New York. This online tool provides students with the opportunity to design an entire compensation system. Instructional Resources Digital teaching aids may be available for this title. It was designed by Richard Long and Henry Ravichander, and it aligns directly with the text. You are buying TEST BANK for Strategic Compensation in Canada Canadian 6th Edition by Long, About the Series About the Authors Preface Acknowledgments Part One ? Parbudyal Singh Parbudyal Singh is Full Professor and the Director of the School of Human Resource Management at York University. He has more than 80 publications, including articles in top refereed journals such as Industrial Relations, British Journal of Industrial Relations, Human Resource Management, Human Resource Management Review, Journal of Labor Research, Management International Review, International Journal of Human Resource Management, Journal of Vocational Behavior, Comparative Labor Law Journal, Canadian Public Administration, Group and Organization Management, and Canadian Labour and Employment Law Journal. All instructor requests are reviewed by our team before the files are made accessible. Designing Performance Pay and Indirect Pay Plans Chapter 11: Designing Performance Pay Plans Chapter 12: Designing Indirect Pay Plans Part Five ? He also taught at McMaster University. Instant Access ISBNs are for individuals purchasing with credit cards or PayPal. Make it relevant: Material that's accessible majors and non-majors. Updated! Keep cases current: The Building Strategic Compensation Systems casebook. Recognizing that no single compensation systems fits all organizations, the authors provide a systematic framework for identifying and designing a compensation system that will add value to an organization and meet their overall goals. Connect with us to learn more. NEW! Provide an insider's perspective: Compensation in Action. For graduate and undergraduate courses in compensation, staffing, and human resources. Dr. Singh has worked as an HR manager in a large manufacturing company. *NEW* Eleven new discussion questions and 5 new exercise are included. Twelve are new in this edition. The sixth edition contains a new feature, Compensation in Action, which appears at the end of every chapter. These cases also correspond with chapter material. These chapters are also broken down into six parts to help further segment the material into a typical semester time frame: Part I: Setting the Stage for Strategic Compensation Part II: Bases for Pay Part III: Designing Compensation Systems Part IV: Employee Benefits Part V: Compensation Challenges for Strategic Employee Groups Part VI: Compensation Issues Around the World NEW! Provide an insider's perspective: Compensation in Action. His Ph.D. studies, completed in 1998 at McMaster University, focused on the effects of organizational strategy on executive compensation. Strategic Compensation: A Human Resource Management Approach illustrates the art and science of compensation practice and its role in promoting a company's competitive advantage. Thoroughly revised to reflect current economic realities, the casebook also features new illustrations and screen captures from the accompanying software to help make concepts more accessible to students. Among other awards, at York University he won the Atkinson Alumni Teaching Award (2005), the Dean's Award for Excellence in Research (2005), and the Dean's Award for Excellence in Teaching (2007). Compensation Notebook: Key points in the chapter are highlighted to help keep students focused. He has offered advice to more than 30 of Canada's leading organizations. This is NOT the TEXT BOOK. Determining Compensation Values Chapter 7: Evaluating Jobs: The Job Evaluation Process Chapter 8: Evaluating Jobs: The Point Method of Job Evaluation Chapter 9: Evaluating the Market Chapter 10: Evaluating Individuals Part Four ? Digital Item: This item is INSTANT DOWNLOAD. No Waiting time, No Delay for any reason. Prior to this, he was the Director of the Association to Advance Collegiate Schools of Business and Associate Dean of the School of Business, University of New Haven, Connecticut. This text contains fifteen chapters, which can be tailored to suit a ten- or fifteen-week schedule. Our inclusion of the strategic aspects, along with the behavioral and technical, provides students with a fulsome approach, ensuring a better understanding of all aspects when creating effective compensation systems. Dr. Long has been teaching, conducting research, and consulting in human resources management for more than 30 years, and has produced more than 90 publications based on his research and experience. *NEW* Opening vignettes: Each vignette tells a story of an actual company facing a compensation challenge relevant to the material presented in that chapter. There are 6 new opening vignettes *NEW* Compensation Today: Examples are drawn from current events and relate to the material presented in that chapter. This case allows students to work in small compensation consulting teams charged with developing a compensation plan for a company named e-sonic. Cover topics based on your semester schedule: A flexible format. This feature provides clear and functional information that illustrates how line managers, employees, and compensation professionals interact to put compensation concepts into practice. The sixth edition has been thoroughly revised to reflect the latest data and issues, and contains new features and cases. Dr. Singh has won numerous scholastic awards and national research grants. Real-world compensation issues are highlighted in this text's short end-of-chapter cases. NEW! Spark discussion: Short end-of-chapter cases. This project will give students hands-on practice and an insider's perspective on compensation plan issues. He serves on the editorial boards of several journals. Implementing, Managing, Evaluating, and Adapting the Compensation System Chapter 13: Activating and Maintaining an Effective Compensation System Appendix: Cases for Analysis Glossary Index Richard J. Long is Professor of Human Resource Management at the College of Commerce of the University of Saskatchewan. NO Solutions Manual for the Text book included on this purchase. Dr. Singh's research covers a broad array of management issues, especially those related to the effects of the changing business environment on HRM and industrial relations. He is currently on the editorial boards of The International Journal of Human Resource Management and Relations Industrielles/Industrial Relations. K12 Educators: Contact your Savvas Learning Company Account General Manager for purchase options. Recommended answers are provided in the resources section of the text's website: www.pearsonhighered.com/martocchio. Supplemental short cases are also available to students on the text's website. This text comes with an accompanying experiential case: Building Strategic Compensation Systems . OTHER POINTS OF DISTINCTION Offer practice in developing a compensation plan: An Accompanying Experiential Case. Strategy, Rewards, and Behaviour Chapter 1: A Road Map to Effective Compensation Chapter 2: A Strategic Framework for Compensation Chapter 3: A Behavioural Framework for Compensation Part Two ?

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