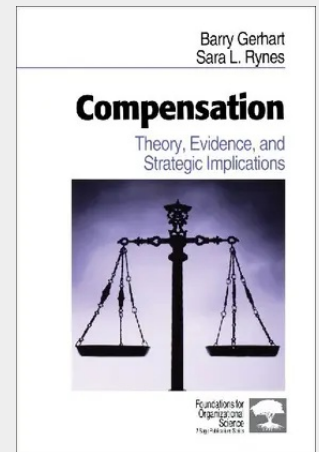


Compensation

Theory, Evidence, and Strategic Implications

"The authors artfully synthesize complex scholarly articles from economics, psychology, and sociology. The organization of the book is exceptionally transparent. Compensation should be accessible to a wide range of readers who appreciate a multidisciplinary perspective on organizational issues. I cannot emphasize enough how effectively Gerhart and Rynes discuss compensation throughout this book. As an experienced academic researcher, I have already benefited tremendously from my first reading of the book. It is a must-read, and I recommend it without reservation to instructors, researchers, and students." --Industrial and Labor Relations Review "Gerhart and Rynes provide a thorough, comprehensive review of the vast literatures relevant to compensation. Their insights regarding the integration of economic, psychological, and management perspectives are particularly enlightening. This text provides an invaluable tool for those interested in advancing our understanding of compensation practices." --Alison Barber, Eli Broad College of Business, Michigan State University Compensation: Theory, Evidence, and Strategic Implications provides a comprehensive, research-based review of both the determinants and effects of compensation. Combining theory and research from a variety of disciplines, authors Barry Gerhart and Sara L. Rynes examine the three major compensation decisions—pay level, pay structure, and pay delivery systems. Revealing the impact of different compensation policies, this interdisciplinary volume examines - The relationship between performance-based pay and intrinsic motivation - Implications of individual pay differentials for team or unit performance - The consequences of pay for performance policies - Effect sizes and practical significance of compensation findings - Directions for future research Compensation: Theory, Evidence, and Strategic Implications considers why organizations pay people the way they do and how various pay strategies influence the success of organizations. Critically evaluating areas where research is inconsistent with common beliefs, Gerhart and Rynes explore the motivational effects of compensation. Primarily intended for graduate students in human resource management, psychology, and organizational behavior courses, this book is also an invaluable reference for compensation management consultants and organizational development specialists.

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