

1. Record Nr.	UNINA9910139215603321
Autore	Ericson Richard N
Titolo	The new standards [[electronic resource]] : methods for linking business performance and executive incentive pay // Richard N. Ericson
Pubbl/distr/stampa	Hoboken, N.J., : Wiley, c2010
ISBN	0-470-61612-1 1-119-20410-0 1-282-68827-8 9786612688270 0-470-61610-5
Edizione	[2nd ed.]
Descrizione fisica	1 online resource (339 p.)
Altri autori (Persone)	EricsonRichard N
Disciplina	658.4/07225
Soggetti	Incentives in industry Executives - Salaries, etc Chief executive officers - Salaries, etc Stock options Employee motivation
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Rev. ed. of: Pay to prosper. c2004. Includes index.
Nota di contenuto	The New Standards: Methods for Linking Business Performance and Executive Incentive Pay; Contents; Preface; Acknowledgments; Chapter 1: To the CEO; Chapter 2: Business Valuation and Incentive Policy; Chapter 3: Market Practices in Incentive Pay; Chapter 4: The New Standards; Chapter 5: Risk and Executive Incentive Pay; Chapter 6: Motive, Means, and Method: Evaluating Incentive Performance Metrics; Chapter 7: Value-Based Performance Measures; Chapter 8: Ownership, Not Gamesmanship: Setting Targets and Ranges for Performance-Based Plans Chapter 9: Business Units and Private Companies, Phantom Stock and Performance Plans Chapter 10: Using Stock to Create Effective Incentives; Chapter 11: The Medium Is the Message; Glossary; Index

Sommario/riassunto

Make the most of the new standards Every year companies spend millions of dollars on executive incentives. All too often, however, these programs provide a very weak link between pay and performance, with executives potentially rewarded as much for bad decisions as they are for good ones. Packed with examples, *The New Standards* insightfully discusses: How to link pay with business results that create long-term value Why incentive structures can discourage management from reasonable risk-taking, in some cases, and can encourage imprudent risks in others
