

1. Record Nr.	UNINA9910459073903321
Autore	Ferracone Robin A. <1953->
Titolo	Fair pay, fair play [[electronic resource]] : aligning executive performance and pay // Robin A. Ferracone
Pubbl/distr/stampa	San Francisco, : Jossey-Bass, c2010
ISBN	0-470-61285-1 1-282-68519-8 9786612685194 0-470-61289-4
Edizione	[1st ed.]
Descrizione fisica	1 online resource (288 p.)
Disciplina	658.4/07225
Soggetti	Executives - Salaries, etc - United States Compensation management - United States Executives - Salaries, etc Compensation management Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Fair Pay, Fair Play: Aligning Executive Performance and Pay; Contents; Preface; Part One: FAIR PAY; Chapter 1: SAME PROBLEMS, DIFFERENT CONTEXT; Chapter 2: SHAREHOLDER VALUE; Chapter 3: THE ANATOMY OF PERFORMANCE-ADJUSTED COMPENSATION (PAC); Chapter 4: THE PERFORMANCE AND PAY ALIGNMENT ZONE; Chapter 5: THE ALIGNMENT REPORT; Chapter 6: FROM MALIGNED TO ALIGNED; Chapter 7: PATTERNS OF MISALIGNMENT; Part Two: FAIR PLAY; Chapter 8: THE ROOT CAUSES OF MISALIGNMENT; Chapter 9: AGGRESSIVE TARGET PAY; Chapter 10: TURBO-CHARGED UPSIDE; Chapter 11: CONVENTIONAL GOAL-SETTING; Chapter 12: SHORT-TERM GAIN LONG-TERM PAINChapter 13: FLATTENING THE CURVE; Chapter 14: AD HOC DECISIONS; Chapter 15: DECISION-MAKING INFLUENCES; Chapter 16: CREATING AND MAINTAINING ALIGNMENT; EPILOGUE: Holding Companies Accountable; Appendix A: ANALYTIC METHODOLOGIES; Appendix B: GICS SECTORS; Appendix C: LIST OF INTERVIEWEES; Notes; Acknowledgments; The Author; Index

Sommario/riassunto

A timely look at how to evaluate and determine executive pay
Recognized as the leading expert on executive compensation, Robin Ferracone combines her own 20 years of experience with interviews with executives and compensation committees to provide a clear examination of and guidance on determining pay packages, actions, and designs. and Over the past 25 years, the author has created a database of executive pay across 44,000 companies, broken down by company performance, company revenue and industry. Using this data, the author provides boards and individuals evaluating executive pa
