Record Nr. UNINA9910820935203321 Autore Ericson Richard N Titolo The new standards [[electronic resource]]: methods for linking business performance and executive incentive pay / / Richard N. Ericson Hoboken, N.J., : Wiley, c2010 Pubbl/distr/stampa **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 Rev. ed. of: Pay to prosper. c2004. Note generali 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 PlansChapter 10: Using Stock to Create Effective

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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 enocourage imprudent risks in others