Record Nr. UNINA9910823325703321 Autore Herod Roger <1944-> **Titolo** Expatriate compensation strategies: applying alternative approaches / / Roger Herod Pubbl/distr/stampa Alexandria, Va., : Society for Human Resource Management, c2009 **ISBN** 1-58644-305-4 Descrizione fisica 1 online resource (45 p.) Collana Global HR management series Disciplina 658.3/2 658.32 Soggetti International business enterprises - Personnel management Wages Employee fringe benefits Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di contenuto Introduction -- The home-country balance sheet system -- Modified home-country approaches -- Short-term international assignments --Rotator assignments -- Regional compensation approaches --Expatriates from lesser-developed countries -- Headquarters-based compensation systems -- Higher of home or host approach -- Hostcountry-based compensation -- Developmental and training assignments -- Permanent transfers -- Summary -- Get recocognized around the world -- Achieve the GPHR designation. Sommario/riassunto Following a dramatic increase in the globalization of business activities, this guide presents compensation strategies for companies with a significant number of employees working in foreign countries. Practical information on implementing, communicating, and administering compensation plans for workers in numerous countries is discussed. with approaches based on a wide variety of assignment types, including

global, regional, rotating, developmental, short-term, and permanent.