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| Nota di contenuto | Pay for Results: Aligning Executive Compensation with Business Performance; Contents; Preface; Acknowledgments; Chapter 1: A New Day: The Call for a Demonstrable Link between Pay and Performance; Chapter 2: The Million Dollar Question: What Is Good Performance?; Chapter 3: Back to Basics: An Introduction to Mercer's Performance Framework; Chapter 4: Trust, but Verify: Bringing Defensibility to Performance Metric Selection; Chapter 5: Making It Count: The Case for the Unbalanced Scorecard to Drive Behavior; Chapter 6: There's Nobody Quite Like Us: The Ins and Outs of Meaningful Peer Comparison Chapter 7: You Don't Need a Crystal Ball: Taking the Guesswork out of Target SettingChapter 8: Passing the Big Test: Calibrating Pay and Performance; Chapter 9: Now What? Avoid Managing by Exception; Chapter 10: More Than the Sum of Its Parts: Bringing It All Together; About the Authors; Index |
| Sommario/riassunto | The numerous incentive approaches and combinations and their implications can be dizzying even to the compensation professional. Pay for Results provides a road map for developing and implementing executive incentives that drive business needs and strategy. It is filled |

with specific analytic tools, including tables, exhibits, forms, checklists. In addition, it uncovers myths in performance measurement strategy and design. Timely and thorough, this book expertly shows businesses how to drive their specific needs and strategy. Human resources and compensation officers will discover how to apply
