

1. Record Nr.	UNINA9910961159503321
Autore	Carey James F
Titolo	About pay : discussing compensation / / James F. Carey
Pubbl/distr/stampa	Menlo Park, Calif., : Crisp Publications, c1994
ISBN	1-4175-2526-6
Descrizione fisica	1 online resource (78 p.)
Collana	A Fifty-Minute series book
Soggetti	Compensation management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di contenuto	Preface -- Contents -- Introduction -- Section I: The Basics of Pay Management -- Why Pay Is Important -- Company Values -- Supervisor Values -- Employee Values -- Pay and Emotions -- Leadership and Pay -- Understanding Employee Motivations -- The Objectives of Pay Management -- Pay Satisfaction Basics -- Fair Pay -- Competitive Pay -- Rewarding Pay -- Making Pay Changes -- Hiring -- Range Adjustment -- General Or Cost of Living Allowance -- Step -- Merit -- 1. Set Clear Job Performance Standards -- 2. Conduct A Fair Appraisal of Employee Results -- 3. Plan and Budget Merit Increases -- 4. Communicate With Each Employee About His Or Her Pay -- Talking To Employees About Money -- Purpose of the Meeting: The Three E's -- 1. Explanation -- 2. Exploration -- 3. Encouragement -- Preparation for the Meeting -- Exceptions to the Privacy Rule -- Practice The Art of Good Listening -- Your Idea -- Questions, Questions, Questions -- The Close -- Section II: Case Study Examples -- Studying Cases -- Case Study: Is That All? -- Quiz -- Review Commentary -- Case Study: Oh Promise Me -- Quiz -- Review Commentary -- Case Study: Reaching Maximum -- Quiz -- Review Commentary -- Case Study: Marginal Performance -- Quiz -- Review Commentary -- Case Study: Range Adjustment -- Quiz -- Review Commentary -- Case Study: Demands -- Quiz -- Review Commentary -- Case Study: Incentive Pay -- Quiz -- Review Commentary -- Case Study: Hiring -- Quiz -- Review Commentary -- Words of Caution -- Summary -- Don't -- Do -- Conclusion.

## Sommario/riassunto

Most of us feel uncomfortable about discussing pay. Now, with this book, you can learn how to communicate about pay effectively and with minimum discomfort for both you and your employees. The case studies in this book are based on real-life incidents and illustrate problems that can arise.