

Human Resource Management

THIRTEENTH EDITION



ROBERT L. MATHIS

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Human Resource Management Pravin Durai, 2010

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evaluation job pricing employee benefit programs pay for performance and the compensation of executives sales personnel and international employees Executives and managers with no special training in pay determination and management will find it an easily accessible handbook that not only makes clear how compensation systems are conceived and developed but most importantly how they are implemented and administrated Its logical presentation and full coverage makes the book valuable as a text for upper level college students as well as a solid instructional resource for teachers The authors open with an overview of compensation and its role in organizations and then move to the legal environment in which compensation is embedded and the laws that govern it They describe current and traditional views of motivation and elucidate the importance of job analysis and its end products job description and job specification The role of compensation surveys and their use in assigning monetary rates to jobs are discussed A topic of special interest to executives in New Economy organizations will be the purpose and importance of benefits particularly indirect monetary compensation stock options and other pay for performance incentives Caruth and Handlogten address the challenge of compensating teams and pay special attention to the often unique problem of compensating uppermost management sales people and employees abroad The text concludes with practical suggestions for the on going maintenance and management of compensation systems and how to adapt them to changing organizational circumstances

Critical Issues in Policing Roger G. Dunham, Geoffrey P. Alpert, 2015-02-19 The Seventh Edition of *Critical Issues in Policing* includes many new and updated contributions that offer fresh perspectives and research on the most current trends in policing The entire collection of 34 articles carefully chosen for their broad application sharpens readers sense and understanding of the complexities of police work Styles of policing uses of technology and roles played by citizens in determining a proper measure of performance in law enforcement are among the essential topics addressed Comprehensive and fair *Critical Issues in Policing* provides ready access to the brightest and best minds in the field of policing encouraging readers to hold police accountable for specific goals tasks and objectives and to work in concert with citizens to promote secure communities

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