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Employee Benefits Design and Compensation (Collection) Bashker D. Biswas,2014-05-29 A new collection of best practices for designing better compensation and benefit programs 2 authoritative books now in a convenient e format at a great price 2 authoritative eBooks help you drive more value efficiency and competitive advantage from compensation and benefits programs Compensation and benefit programs are the largest expenses in most organizations in service organizations they often represent more than 50% of total costs In this unique 2 eBook package leading consultant Bashker D Biswas helps you systematically optimize these programs to maximize value efficiency and competitive advantage In Employee Benefits Design and Planning Biswas brings together all the knowledge you need to make better benefits decisions He introduces core principles for ensuring proper financing funding compliance and recordkeeping accurate actuarial calculations and effective employee communication Building on these principles he guides you through benefits ranging from healthcare and disability insurance to retirement and cafeteria plans You ll find up to date discussions of complex challenges such as the Affordable Care Act and global benefits planning Throughout he offers essential insights for managing rising costs and risks while ensuring that benefits programs improve productivity reflect best practices and align with your organization s strategy and goals Next in Compensation and Benefit Design Biswas helps HR professionals bring true financial and accounting discipline to compensation and benefit design tightly align talent management to strategy and quantify program performance in the language of finance Biswas thoroughly explains best fit practices for superior program design demystifies relevant financial and accounting concepts and illuminates key connections between HR program development and GAAP IFRS accounting requirements His far reaching coverage ranges from integrating compensation and benefits into Balanced Scorecards to managing expatriate compensation Biswas reveals the true financial implications of every element of modern compensation and benefit programs from base salaries to stock incentives sales compensation to healthcare cost containment Perhaps most important he helps you systematically measure the value of your investments so you can both prove and improve your performance Simply put this collection brings together

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MANAGEMENT ACCOUNTING Suryadharma Sim, SE., M. Ak., CIBA., CPIR., CPHRM., HRBP., HRMP., CAPM., CAPF., CERA., CBV, Islamiah Kamil SE, M. Ak., CAPM., CAPF, 2024-09-14 Managerial accounting is the process of identifying measuring analyzing interpreting and communicating information in pursuit of an organization's goals Managerial accounting is an integral part of the management process and managerial accountants are important strategic partners in an organization's domestic and international management teams Managerial accounting provides the essential data with which the organizations are actually run Managerial accounting is also termed as management accounting or cost accounting Financial accounting provides the scorecard by which a company's overall past performance is judged by outsiders Managerial accountants prepare a variety of reports Some reports focus on how well managers or business units have performed comparing actual results to plans and to benchmarks

Managing Reality Cheryl R. Lehman, 2013-10-08 The 16th volume scrutinizes the role and influence of accounting within the social struggles of our time in fields such as ethics sustainability and education The research reveals the ability of using the discipline as a tool for affirmation and empowerment within governance politics and social practice

Smart Digital Futures 2014 R. Neves-Silva, G.A. Tsihrintzis, V. Uskov, 2014-06-23 The interdisciplinary field of smart digital systems is crucial to modern computer science encompassing artificial intelligence information systems and engineering For over a decade the mission of KES International has been to provide publication opportunities for all those who work in knowledge intensive subjects The conferences they run worldwide are aimed at facilitating the dissemination transfer sharing and brokerage of knowledge in a number of leading edge technologies

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The book will be of interest to all those whose work involves the development and application of intelligent digital systems

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Science and Technology Conference "FarEastCon 2019" Denis B. Solovev,Viktor V. Savaley,Alexander T. Bekker,Valery I. Petukhov,2020-04-13 This book presents the proceedings of the International Science and Technology Conference FarEastCon 2019 which took place on October 1 4 2019 in Vladivostok Russian Federation The conference provided a platform for gathering expert opinions on projects and initiatives aimed at the implementation of far sighted scientific research and development and allowed current theoretical and practical advances to be shared with the broader research community Featuring selected papers from the conference this book will be of interest to experts in various fields whose work involves developing innovative solutions and increasing the efficiency of economic activities **Compensation and Benefit Design** Bashker D. Biswas,2012-12-07 In Compensation and Benefit Design Bashker D Biswas shows exactly how to bring financial rigor to crucial people decisions associated with compensation and benefit program development This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs Biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting He assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international HR systems and programs This book contains a full chapter on HR key indicator reporting and concludes with detailed coverage

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