



PAYING FOR PERFORMANCE



A Guide to Compensation Management



Peter T. Chingos
and
KPMG Peat Marwick LLP
Compensation and Benefits Consultants

Paying For Performance A Guide To Compensation Management

Richard Henderson, Jr.



Paying For Performance A Guide To Compensation Management:

Paying for Performance Peter T. Chingos, 2002-10-01 An up to date revised edition of the complete practical guide to designing and implementing effective compensation plans A compensation package should be more than just the means to attract and retain talented executives The right kind of plan can give your company a powerful strategic advantage In **Paying for Performance Second Edition** consultants at Mercer Human Resource Consulting Inc one of the world s leading human resources consulting firms give you the tools and techniques you need to design and implement a highly effective compensation program that will sharpen your company s competitive edge for years to come The book also shows you how to understand shareholder expectations government regulation and a host of business and human resources issues **Paying for Performance Second Edition** Describes best practices used at America s top performing companies Offers proven pay for performance tools for addressing current and future pay issues Uses case studies drawn from extensive Mercer Human Resource Consulting Inc research Addresses the special issues affecting pay for performance in not for profits Presents expert advice on managing talent and competencies to maximize performance Addresses the regulatory issues that affect executive compensation Covers everything from base pay to annual and long term compensation **Paying for**

Performance Peter T. Chingos, KPMG Peat Marwick LLP, 1997-09-11 An effective executive compensation plan isn t just the happy medium between what a company can afford and what employees will settle for A well designed plan is a powerful tool that fosters excellence and builds competitive advantage Unfortunately increased scrutiny from shareholders and the public as well as a battery of new laws and regulations concerning executive compensation have made an already difficult task seem insurmountable In this climate executives human resources personnel and shareholders must work together to develop compensation plans that balance business issues such as fiscal responsibility competitive advantage and human resources concerns with a complex body of law **Paying for Performance** is a hands on guide to designing and implementing successful executive compensation plans It provides proven compensation models and a set of powerful tools to help you solve existing problems and avoid future ones This guide covers a broad range of crucial compensation issues from performance management to taxes variable pay programs to peer reviews equity plans to retirement planning You ll also find detailed analyses of the various approaches taken in companies throughout North America and practical guidance on how to adapt the best ones for your company The compensation models described in **Paying for Performance** are based on two wide scale research projects conducted by KPMG Peat Marwick in conjunction with the American Compensation Association Over the course of several years team members headed by Peter Chingos investigated policies among both high and low performers across most business sectors The case studies presented throughout this book reflect the best and occasionally the worst compensation practices now employed at many of America s most successful companies **Paying for Performance** follows a consistent model case study format This format makes for easy reference allows you to witness the techniques described in

action and enables you to compare and contrast your company's policies with those practiced at leading organizations. Paying for Performance is a valuable resource for CFOs, COOs, senior HR managers, board members and all those involved with the design and implementation of executive compensation programs. A complete practical guide to designing and implementing effective executive compensation plans. A compensation package can be more than just the bait you use to attract and hold on to talented executives. The right kind of plan can give your company a powerful strategic advantage. In Paying for Performance, one of the nation's leading authorities on compensation management gives you the tools and techniques you need to design and implement a highly effective compensation program that will sharpen your company's competitive edge for years to come. The book also shows you how to navigate the rocky shoals of shareholder expectations, government regulation and a host of business and human resources issues. Paying for Performance Describes best practices used at America's top performing companies. Uses case studies drawn from an exhaustive nationwide study. Offers proven tools for solving current and future problems. Covers everything from base pay and reward systems to accounting issues. Follows a model case study format that makes for easy reference. **Human capital symposium on designing and managing marketbased and more performanceoriented pay systems.** United States Government Accountability Office, 2005

Business [REDACTED], 2003 **2000 Executive Compensation Deskbook** Sophie M. Korczyk, Hazel A. Witte, 1999 Our newest reference Executive Compensation Deskbook Resources and Trends is an objective and reliable resource that delivers instant access to executive compensation solutions. It is the first directory of its kind to take the profusion of articles, books, databases and software on executive compensation and list them in a single reference for quick easy reference. Executive Compensation Deskbook features a host of indispensable resources. The best part is all the key resources cited in the book can also be found on its powerful companion CD ROM complete with ordering information. This book and CD ROM system helps you cover all the bases of executive compensation and its impact on Recruitment, Tax management, Mergers, acquisitions, Divestitures and more. Whether you're coming to the executive compensation table as a top level executive, employee, union board member, shareholder or investor, Executive Compensation Deskbook directs you to answers quickly and cost effectively. **Effectively Managing and Leading Human Service Organizations** Ralph Brody, Murali Nair, 2013-11-21 Now in its Fourth Edition Effectively Managing and Leading Human Service Organizations continues to provide invaluable creative ideas for achieving managerial success. Authors Ralph Brody and Murali Nair dissect and diagnose common workplace dilemmas offering current and future managers the skills to implement positive changes in organizations large and small. Easy to read, this book connects a conceptual framework and essential managerial practices with hundreds of real life examples and case studies of applied managerial skills in organizational settings. Benefits & Compensation Digest, 2005 Strategies for Effective Employee Rewards and Compensation Management Rajapakshe, Wasantha, 2025-10-08 Talent retention and employee satisfaction are critical to organizational success. Businesses must go

beyond traditional pay structures to design strategies that balance financial incentives with recognition and meaningful benefits By aligning compensation systems with organizational goals and market competitiveness leaders can foster loyalty and boost productivity Strategic approaches to rewards and compensation not only drive individual performance but also strengthen the overall resilience and success of the organization Strategies for Effective Employee Rewards and Compensation Management explores the critical role of compensation management in attracting retaining and motivating employees while aligning with organizational goals This book designs and implements effective compensation strategies Covering topics such as management business strategies and employee retention this book is an excellent resource for HR professionals business leaders educators and policymakers

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Paying for Performance Peter T. Chingos,2002-05-06

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special issues affecting pay for performance in not for profits Presents expert advice on managing talent and competencies to maximize performance Addresses the regulatory issues that affect executive compensation Covers everything from base pay to annual and long term compensation **Performance-related Pay Policies for Government Employees** Organisation for Economic Co-operation and Development,2005 This book provides a comprehensive overview of the trends in performance related pay policies PRP for government employees in selected countries over the past two decades and draws some lessons from these experiences The report explores the various PRP designs and emerging trends investigating the reasons why PRP policies are being implemented and how the policies operate concretely The outcomes of PRP policies at individual and team levels are evaluated and recommendations are made on what should be done or avoided with the implementation of PRP This book is based primarily on twelve country reports that were presented at the OECD expert meeting in October 2003 which was attended by France Germany Italy Spain the UK and other OECD member countries

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