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Bashker D. Biswas

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Compensation and the Development of Compensation for the people who migrated from rural areas to urban areas because of industrial growth It also discusses the economic behavioural theories of Compensation And the usefulness of these theories in developing pay Models and Pay Packages The book covers salary structure components of salaries salary fixation revision and the various labour laws applicable to compensation It also throws light on compensation packages offered by Indian Industry The book is useful for the Corporates and the HR Managers who are involved in designing the salary structure for their organization Cram101 Textbook Outlines to Accompany ,2010 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 of trends in human resource accounting and the deepening linkages between financial and HR planning Replete with both full and mini case examples throughout this book will be valuable to a wide spectrum of HR and financial professionals with titles including compensation and benefits analysts managers directors and consultants HR specialists accounting specialists financial analysts total rewards directors controller finance director benefits actuaries executive compensation consultants corporate regulators and labor attorneys It also contains chapter ending exercises and problems for use by students in HR and finance programs Global Compensation Luis Gomez-Mejia, Steve Werner, 2008-08-06 Compensation is a systematic approach to providing monetary value and other benefits to employees in exchange for their work and service But pay and conditions becomes a more complicated issue for multinational companies which operate across different locations and cultures and who employ an increasingly diverse range of personnel This unique new text gives in depth analysis of the key themes and emerging topics faced by global enterprises when dealing with compensation issues The first section Foundation Concepts looks at the design of compensation packages for a number of different employee groups from supply chain management to research and development as well as ethical considerations when dealing with a global context and the concept of performance related pay The second section Global Applications looks at current debates in the field including the influence of national cultures on compensation schemes discrepancies in CEO pay and contrasts in wages between industry types Part of Routledge's Global HRM this is is an invaluable text for any student of HRM Business and Management or any practitioner working in this area *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

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