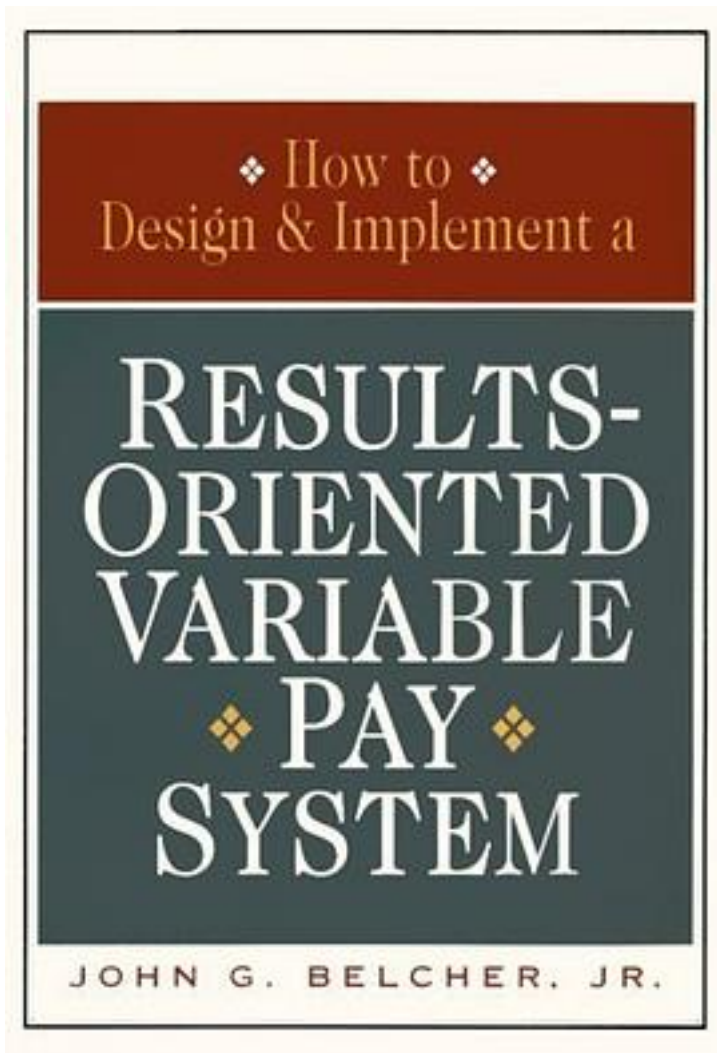


How to Design & Implement a Results-Oriented Variable Pay System



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A practical guide to the latest trends and newest creative options in variable pay.

Variable pay systems are widely used as alternatives to traditional compensation programs. Now a recognized expert offers a timely examination of variable pay basics, the latest trends, and creative options. Readers will discover how to:

- gain a competitive advantage through variable pay plans
- create or redesign a system to meet an organization's particular needs
- evaluate traditional plans versus the three types of variable pay plans
- organize and prepare a launch team
- implement a complete 19-step process

The guide's practical slant is enhanced by numerous formulas, examples, and graphs that demonstrate how variable pay can yield impressive gains in productivity.

作者介绍:

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