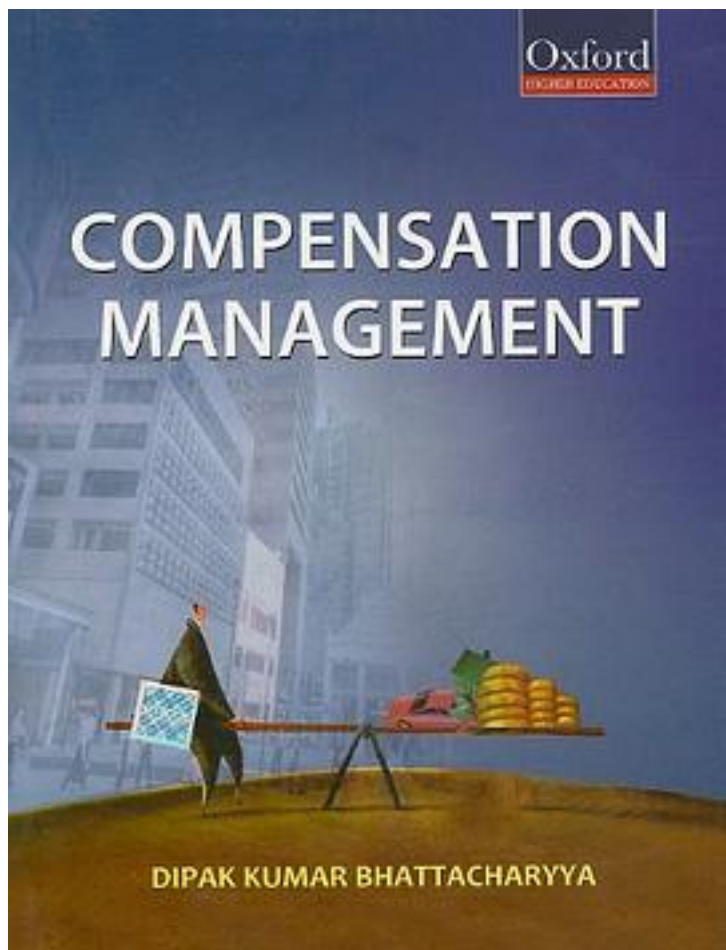


Compensation Management



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Compensation Management is a comprehensive textbook designed to meet the requirements of MBA/PGDM students. Written in a student friendly style, it focusses on the strategic importance of compensation and its effective management. The text is

developed through original research by the author, and focusses on industry application through case studies on practices followed by organizations worldwide. The book aims at preparing students and professionals to master knowledge and skill sets to effectively manage compensation with creativity, innovation and a strategic focus. The book introduces the concept of compensation management and goes on to discuss labour and economic issues followed by discussions of job design, performance related compensation, team based compensation and executive compensation. Compensation and motivation are elaborated in detail. The book also covers legal and taxation issues, quantitative compensation management and ends with an elaborate coverage of international compensation. The detailed coverage of theory from multiple perspectives (economic, psychological, political, sociological), well-balanced with practice assignments and real life examples is the main strength of the book.

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