

Benefits and Beyond

THOMAS E. MURPHY

BENEFITS *and Beyond*

A Comprehensive
and Strategic Approach
to Retirement,
Health Care, and More



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The approach to benefits in Employee Benefits takes advantage of the author's unique

academic and business background to provide a variety of inter-disciplinary principles and tools ranging from labour economics to human resources strategy, tax policy, metrics, and actuarial science. This gives students a rich and fundamental understanding of the foundations and building blocks of benefits. Key topics are included, important for an understanding of current benefits: fundamental labor economic issues; a primer on actuarial concepts which continually permeate benefit design and decision making; life cycle events and their relationship to benefit needs; aligning business, HRM, and benefit strategies, and including them in benefit principles and designs for the workplace; global benefit comparisons between the EU and the U.S. as well as Pacific Rim competitors, and issues pertaining to ex-patriot assignments; privately and publicly funded retirement plans; publicly funded retirement and health care programs; legal issues pertaining to benefits; applying evidence based approaches and financial metrics in evaluating benefit plans; and, a full range of benefit discussions from retirement plans, to health care, life insurance, equity benefits disability plans, benefit administration, accommodation and convenience benefits and the financing of private and public benefits. Numerous cases, examples, and exercises provide illustrations of these topics and opportunities for reader interaction and further research.

作者介绍:

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