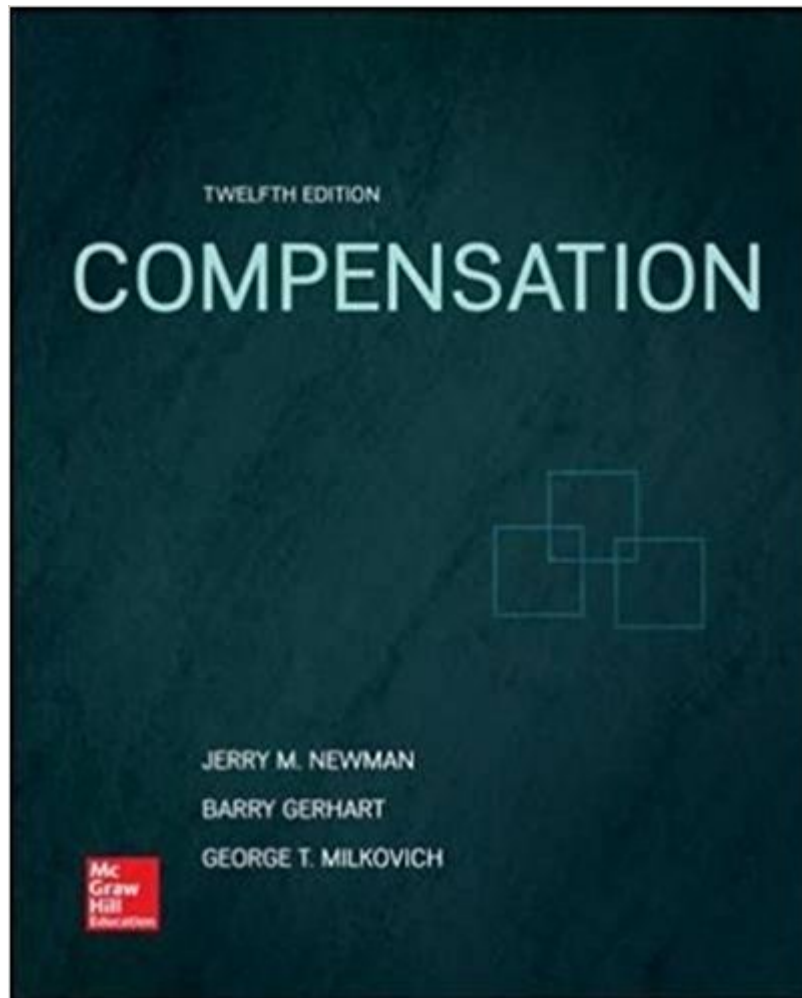




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# Compensation (Irwin Management)



## Synopsis

Best selling title.Â Tackles major compensation from three sides:Â theory, research, and practice - no situation can survive that onslaught!The 12th edition continues to emphasize the importance of total compensation and its relevance for achieving sustainable competitive advantage. Beyond how much people are paid,Â how they are paid matters too.Â Managing pay means ensuring that the right people get the right pay for achieving objectives in the right way.AUTHOR NOTES:Jerry Newman - research and teaching emphasis on compensation and rewards. Author of *My Secret Life on the McJob:Â Lessons in Leadership Guaranteed to Supersize Any Management Style* - awarded one of the twelve "Best of 2007" by the Wall Street Journal.Â Author of approximately 100 articles.Â In more than 30 years of consulting, Jerry has worked with such companies as Cummins Engine, AT&T, Graphic Controls, Hewlett-Packard, RJR Nabisco, Sorrento Cheese, McDonalds, and A & W Root Beer.Â Recipient of 9 teaching awards.Â Loves hearing from students and professors - feel free to reach out!Barry Gerhart - serves on the editorial boards for many Journals (including the *Academy of Management Journal*, *IndustrialÂ and Laboro Relations Review*, *International Journal of Human Resource Management*, *Journal of AppliedÂ Psychology*, *Journal of World Business*, *Management and Organization Review*, *Management Revue*, and *Personnel Psychology*).Â Recipient of many scholarly achievement awards. He is also a Fellow of the Academy of Management.George Milkovich - For more than 40 years, he has studied and written about how people get paid and what difference it makes.Â Milkovich served on several editorial boards and received many awards for his research contributions. He received the Keystone Award for Lifetime Achievement for the World at Work Association and the Distinguished Career Contributions Award from the Academy of Management. He is alsoÂ a Fellow in both the Academy of Management and the National Academy of Human Resources.Â He chaired the National Academy of Sciences Committee on Performance and Pay. Milkovich is one of the founders of the Center for Advanced HR Studies, a research and development partnership of leading corporations and Cornell's ILR School. He also advised numerous companies around the world on their compensation strategies, received three outstanding teacher awards, and was a visiting professor at several international universities in Europe and Asia.Â Milkovich conducted executive seminars in many countries and served on advisory boards of leading academic/research centers in the United States and China.

## Book Information

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## Customer Reviews

BARRY GERHART is Professor of Management and Human Resources and the Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness, School of Business, University of Wisconsin-Madison. He has also served as department chair or area coordinator at Cornell, Vanderbilt, and Wisconsin. His research interests include compensation, human resource strategy, international human resources, and employee retention. Professor Gerhart received his BS in psychology from Bowling Green State University and his PhD in industrial relations from the University of Wisconsin-Madison. His research has been published in a variety of outlets, including the Academy of Management Annals, Academy of Management Journal, Annual Review of Psychology, International Journal of Human Resource Management, Journal of Applied Psychology, Management and Organization Review, and Personnel Psychology. He has co-authored two books in the area of compensation. He serves on the editorial boards of journals such as the Academy of Management Journal, Industrial and Labor Relations Review, International Journal of Human Resource Management, Journal of Applied Psychology, Journal of World Business, Management & Organization Review, and Personnel Psychology. Professor Gerhart is a past recipient of the Heneman Career Achievement Award, the Scholarly Achievement Award, and of the International Human Resource Management Scholarly Research Award, all from the Human Resources Division, Academy of Management. He is a Fellow of the Academy of Management, the American Psychological Association, and the Society for Industrial and Organizational Psychology. Jerry Newman (B.A., U of Michigan; M.A., Ph.D, U of Minnesota) is Distinguished Professor of Organization and Human Resources at the State University of New York at Buffalo. George T.

Milkovich is the M. P. Catherwood Professor at the ILR School, Cornell University. He studies and writes about how people get paid and what difference it makes. People's compensation has been his interest for over 30 years. His research has resulted in numerous publications. Four have received national awards for their contributions.

As textbooks go, this one was pretty great. Great real-world, current examples, not as dry as I was expecting, and full of great information and resources.

The book was completely new when I received it. It is a very easy read and helps you understand the concepts of compensation. This is a textbook I may keep for future usage.

The search function only works for one word at a time for the Kindle version. The authors refer to themselves A LOT. Good information though.

It is as good as the instructor has used it in class.

Mint condition, good material.

Received as promised

Wish there was a study guide or audio available

I have a question, my class is requiring this edition of the book and I am wondering if I can use the 11th edition which is MUCH cheaper. Has any worked out of both books? I am wondering if they are similar enough for me to use the older edition. Thank you!

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