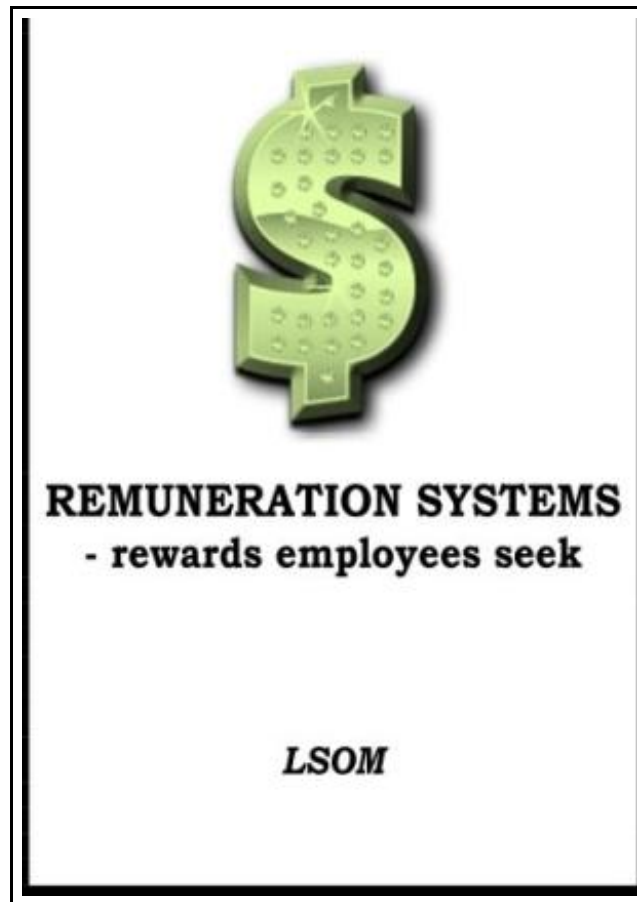


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Createspace, United States, 2013. Paperback. Book Condition: New. 254 x 178 mm. Language: English . Brand New Book ***** Print on Demand *****.REMUNERATION SYSTEMS INTRODUCTION We have seen from the 2008/2009 crisis that the more the executives receive, the more they want. The adage the sky is the limit does not appear to apply to the growing ranks of people who keep wanting more. For Organizations, how much to pay has always been a difficult task because they must have salary systems which must be equitable and their salary administration policies and practices are fairly administered. They exist to make a profit and be good corporate citizens. Yet! They must retain talent.but at what price? The Obama Administration in the U.S.A. has attempted to place a lid on the maximum salaries (including bonuses) payable but we continue to read in the media of the resistance to this. Why? The answer is because if we do not reward them well, they will leave for greener pastures. Employees want to be rewarded for their work; if they work harder, they want to be paid more. How much is sufficiently attractive to retain good/talented employees is a difficult task because the question of how much to pay continues to be affected by the demand and supply of labor, competitive salaries, cost of living, productivity, the company s financial capacity to pay as well as it s philosophy of compensation payments, not to mention the employee s own performance as well as his or her potential. On the other hand, the Employer has to be prudent in how he rewards his employees lest his compensation system outpaces the productivity of his employees. You would have encountered situations where your job-colleague.in the same job grade as you receives \$5.00 per month salary increment more than...



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