



Paying for Performance: A Guide to Compensation Management

Peter T. Chingos

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An up-to-date, revised edition of the complete, practical guide to designing and implementing effective compensation plans

A compensation package should be more than just the means to attract and retain talented executives. The right kind of plan can give your company a powerful strategic advantage. In *Paying for Performance, Second Edition*, consultants at Mercer Human Resource Consulting, Inc., one of the world's leading human resources consulting firms, give you the tools and techniques you need to design and implement a highly effective compensation program that will sharpen your company's competitive edge for years to come.

The book also shows you how to understand shareholder expectations, government regulation, and a host of business and human resources issues. *Paying for Performance, Second Edition*:

- * Describes best practices used at America's top-performing companies
- * Offers proven pay-for-performance tools for addressing current and future pay issues
- * Uses case studies drawn from extensive Mercer Human Resource Consulting, Inc. research
- * Addresses the special issues affecting pay-for-performance in not-for-profits
- * Presents expert advice on managing talent and competencies to maximize performance
- * Addresses the regulatory issues that affect executive compensation
- * Covers everything from base pay to annual and long-term compensation

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