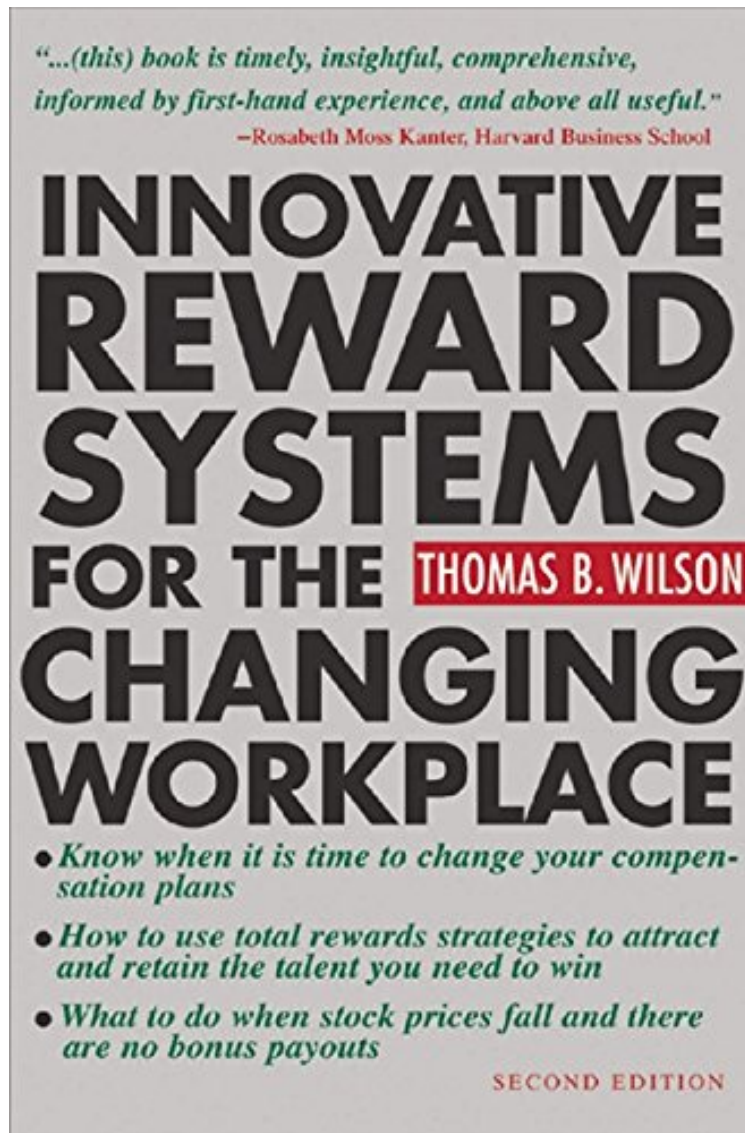


## Innovative Reward Systems for the Changing Workplace 2/e

Thomas B. Wilson

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**Thomas B. Wilson : Innovative Reward Systems for the Changing Workplace 2/e** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Innovative Reward Systems for the Changing Workplace 2/e:

2 of 2 people found the following review helpful. Incredible book for organizations facing changeBy Paris Pathways BloggerI have read and used the material of this book with a wide variety of organizations. I have found the information clear, very helpful, and most importantly, insightful. It provides both the basic concepts for what makes all forms of reward systems work, as well as how to link them to the strategic direction of a company. There are descriptions of all forms of compensation, recognition and management practices. If you are global company or just

competing in local markets, you will find something useful in this book. It's the most complete resource book that we have found available in the market. Buy it, use it, and re-read it because there are more things than one can absorb in a single sitting.

*Innovative Reward Systems for the Changing Workplace* explains the compensation and reward strategies successful companies use to focus, encourage, and achieve high performance. Reward systems authority Thomas Wilson has made this updated edition much more "how-to" and covers important new pay strategies such as "flex compensation," stock options, 360 feedback, and employee ranking. The book includes dozens of creative suggestions and ideas for compensation strategies in any organization.

From the Back Cover Why should you be concerned about your organization's reward system? You can't expect to stimulate greater productivity or motivate today's employees with yesterday's reward systems--and the unfortunate truth is, most organizations continue to use systems and practices that are based on outdated models of control and entitlement. They simply don't work anymore. With the first edition of the groundbreaking *Innovative Reward Systems for the Changing Workplace*, Thomas Wilson--a pioneer of the "Reward Smart" model of restructuring reward systems--explained how to reward collaboration and teamwork. In this timely update, he gives you the tools you need to create reward strategies that reinforce the values and culture your organization needs to prosper for the long term. In this new edition, you'll find in-depth coverage of the major new trends, including: Flexing compensation in a "down" market Stock options and other new types of pay Integrating 360 feedback into reward systems New technology for employee compensation Forced employee ranking This is the only book that fully integrates all programs involved in rewards--formal and informal, short-term and long-term, cash and symbolic, performance and culture driven.. You'll learn how to develop a portfolio of high-impact reward programs that are based on well-researched, established principles--and implement a plan of action that will enable you to more quickly and effectively create an organization that has enduring competitive advantage. Wilson provides a thorough examination of the basic types of reward systems and provides guidelines for designing or redesigning programs in your workplace. You'll discover how to enhance the spirit of collaboration, find a wide range of alternatives to cash rewards, create team incentives, and attract the most talented people to your organization. *Innovative Reward Systems for the Changing Workplace* will enable you to create psychologically valid, state-of-the-art reward and recognition systems that really work! Praise for the First Edition of *Innovative Reward Systems for the Changing Workplace* "Content rich and yet very easy to read." --Lou Richman, *Fortune Magazine* ". . . (This) book is timely, insightful, comprehensive, informed by firsthand experience, and above all, useful." --Rosabeth Moss Kanter, Harvard Business School Take your workplace to the next level! In this timely update of his breakthrough book, rewards systems authority Thomas Wilson explains the strategies today's successful companies use to focus, encourage, and reward employees and managers--from spot bonuses to team celebrations, from base pay to stock options, from forced ranking to innovative employee benefits. He guides you through the maze of compensation decisions and shows you how to use traditional approaches in new ways for spectacular outcomes in any organization. You'll discover how rewards work and why they sometimes fail; how to make recognition strategic and special in your company; and how to develop a long-term reward strategy that will make your organization more effective, more productive--and more competitive. About the Author Thomas B. Wilson is an international authority in the field of reward systems and high-performance organizations and frequently presents at major national and regional conferences.