



Options for Variable Compensation

By Anne Richter

GRIN Verlag. Paperback. Condition: New. 64 pages. Dimensions: 8.5in. x 5.8in. x 0.2in. Scholarly Research Paper from the year 2007 in the subject Business economics - Personnel and Organisation, grade: 1, 3, University of Applied Sciences Berlin, course: Human Resource Management, language: English, comment: This paper not only points out the drivers of employees motivation but also deals in detail with variable compensation - ranging from the different compensation options over principles of a successful compensation plan to critique on variable compensation plans. Furthermore, this paper includes a practical example: Variable Components in the Executive Compensation of the TUI AG! After concluding the whole topic, there is also an Integral Total Management Checklist at the end giving a 360-degree feedback to the content under all management perspectives. , abstract: To meet business challenges today and tomorrow, companies must maximise the potential of their workforce while increasing efficiency. In a highly competitive business environment, companies can differentiate themselves through their employees. Employees understanding the business carry out operations, mitigate risk, and build strong brands. Today, there is much more concentration and focus on the strategic outcomes of human resource activity than ever before. The area of compensation is no exception. Compensation can...



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