

Reward Management

A critical text

Edited by
Geoff White
and Janet Druker

Routledge Studies in Employment Relations

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Graeme Martin



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Reward Management Geoff White,Jan Druker,2000 Featuring chapters individually written by major UK academics and consultants specialists in the reward management field this unique text is the first to adopt a critical and theoretical approach to changes in reward systems This book covers new areas such as the national minimum wage and requirements for minimum paid holiday reviews of relevant academic literature within the field the national minimum wage grading systems and equal value financial participation schemes and international reward management Containing examples and case studies to illustrate key points it is essential contemporary reading

Reward Management Geoff White,Janet Druker,2004-08-02 There have been fundamental changes in remuneration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development s reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material

Reward Management Stephen J Perkins,Sarah Jones,2020-01-03 Reward Management is a comprehensive guide to all elements of reward in the workplace From the theoretical frameworks and legal context of reward through to practical application in the workplace this book provides all the essential information for both students of reward management and practitioners involved in reward management in organizations Covering all the key areas of reward management including pay structures and pay setting job evaluation and employee benefits Reward Management is a key book for anyone studying the Level 7 CIPD reward management module or a postgraduate qualification in HR This book also includes guidance on non financial reward and new coverage of the gender pay gap executive reward and pay ratio reporting There is also extensive discussion of international reward including the impact of different cultures on reward benefits for multi local talent rewarding expatriates and why one size of reward doesn t fit all Accompanying online resources include lecturer manual and lecture slides

The Strategic Managing of Human Resources John Leopold,Lynette Harris,2009 Starting from the premise that managing human resources strategically is crucial for long term organizational success this work is essential reading for both future line managers as well as specialist Human Resource Managers

Employment Relations in the Hospitality and Tourism Industries Rosemary Lucas,2004-01-22 Uniquely combining employment relations and the hospitality and tourism fields this book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area It boldly extends the traditional analysis of employment relations by integrating new topics such as the role of customers and

Managing People in Changing Organizations Graeme Martin,2024-09-03 Managing People in Changing Organizations addresses the contemporary problems faced by managers in dealing with people organizations and change in a

theoretically informed and practical way It does so by drawing on classic studies in management up to date research including the author s own case studies and reflective exercises This textbook approaches people management and organizational development from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour change management and human resource management This third edition incorporates new research and recent changes in technology including artificial intelligence work and job design and additional insights into innovation corporate governance and sustainability Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels culture change managing internationally reputation management managing creativity and innovation and corporate governance corporate social responsibility and sustainability There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors The content also reflects the author s recent experience of consulting and managing at board level This text will be relevant to practising and aspiring managers studying leadership people management organizational behaviour and development and change management on courses at later stage undergraduate masters doctoral and executive education levels

Employment Relations Cecilie Bingham,2016-03-26

Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2017 In this new original book Cecilie Bingham puts fairness trust organisational justice and power at the heart of employment relationships in a variety of settings This thought provoking text provides academic practical and theoretical insights into the contested nature of contemporary work and employment relations at workplace level It should become essential reading for students scholars practitioners and policy makers in the field Professor David Farnham University of Portsmouth UK Mapped to CIPD learning outcomes at level 5 and level 7 Employment Relations Fairness and Trust in the Workplace critically reflects on current research commentary evidence and practice in the employment relationship with a unique focus on organizational justice Combining theoretical concepts tools and models with practical examples it is packed with innovative learning features designed to help students to engage with the subject including Extracts of recent news items linked to chapter content Insights to help link theory and practice supported by podcast interviews on the book s companion website A series of case study snippets activities and revision exercises The book is complimented by a companion website featuring a range of tools and resources for lecturers and students including PowerPoint slides Instructors manual multimedia links podcasts and free SAGE journal articles Suitable for Undergraduate and Postgraduate students on Employment Relations Industrial Relations or HRM courses

Reward Management Sarah Jones,Stephen J Perkins,2024-02-03

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students need to know about the topic to excel in their studies and start their careers as people professionals It covers reward management systems frameworks and strategies through to pay setting pensions benefits and non financial reward There is also coverage of the legal and employment relations context of reward management as well as discussion of international reward management This new edition now includes brand new content on deferred reward executive reward the impact of social transformation and the wider economy on reward as well as changes to reward post the Covid 19 pandemic The content has been fully updated throughout and now includes new discussion of sustainability and equality diversity and inclusion and how they apply to reward management This book is supported by examples case studies and a range of pedagogical features such as learning objectives self test assessment exercises key learning points and explore further boxes Online resources include a lecturer manual and PowerPoint slides for every chapter HRM, Work and Employment in China Fang Lee Cooke,2005 Combining research with first hand interviews with Chinese HRM practitioners this book addresses issues that include the growing inequality of employment public sector reform pay systems vocational training Union Organizing Patrick Dawson,2003 This book considers exactly how trade unions are working to recruit and re energize It compares historical and contemporary case studies to give a much needed evaluation of these rebuilding strategies

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