

PEOPLE AND ORGANISATIONS

Employee Reward

Michael Armstrong



Armstrong Michael Employee Reward

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Employee Reward Michael Armstrong, 2002 Revised and rewritten to take account of the new academic standards that will be taught from September 2002 this text examines the many forces influencing decisions about pay market forces economics corporate culture and strategy to name a few It provides clear guidance on all remuneration issues including job evaluation grading structures performance management profit related pay benefits and reward for particular groups By starting from first principles and adopting an integrated approach Employee Reward provides a definitive overview of the whole process

A Handbook of Employee Reward Management and Practice Michael Armstrong, Tina Stephens, 2005 A practical handbook designed to provide guidance on the approaches that can be adopted in developing and managing reward strategies policies and processes Aligned to the CIPD's professional standards for employee reward this book is an essential aid for students and lecturers as well as a practical aid for those concerned with developing and managing reward systems Included is a lecturer's CD Rom resource providing screens of key points to accompany the book The book is written in a highly readable style and contains many check lists diagrams and summaries

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2012-11-03 Reward management deals with the strategies policies and processes required to ensure that the value of people and the contribution they make to achieving organizational departmental and team goals is recognized and rewarded Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward systems It is aimed at HR practitioners involved in employee reward and at students who need to understand the importance of reward and how it can be successfully applied across organizations Updated to reflect the practical implications of the most recent research and discussion on reward management this edition includes new case studies and chapters on evidence based reward management reward risk management and ethical approaches to reward management This authoritative and engaging book is accompanied by extensive online resources including PowerPoint slides and notes for tutors and exercises to help students to test their learning It is also closely aligned to the CIPD's standards in Reward Management making it an ideal companion for both practitioners and students undertaking a professional qualification

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2019-02-03 Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward strategies This book covers all the essential aspects of improving organizational team and individual performance through reward processes including financial and non financial rewards job evaluation grade and pay structures rewarding specific employee groups and ethical considerations This revised and updated sixth edition incorporates the latest research and developments and contains updated coverage of equal pay and the gender pay gap employee benefits and total reward and a new chapter on employee financial wellbeing As with all of Armstrong's texts Armstrong's Handbook of Reward Management Practice bridges the gap between academic and practitioner and is ideally suited to both HR professionals and those studying for HR qualifications including master's degrees and the CIPD's intermediate and advanced level qualifications Tips and checklists and can be found throughout alongside case studies from organizations including General Motors the UK National Health Service and Tesco Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students which include learning summaries discussion questions and exercises literature reviews and glossaries

A Handbook of Employee Reward Management and Practice Michael Armstrong, 2007 The first edition of this book emerged as the definitive guide to reward management and also became an established reference work on human resource management courses around the world It is not hard to see why Covering everything you need to know about reward management in a company the handbook is both highly readable as well as containing an impressive programme of tried and tested techniques for running efficient and motivational reward programmes The techniques covered include establishing job values and relativities developing grade and pay structures how to reward and review contribution and performance how to reward special groups running employee benefit and pension schemes and so much more This new edition contains new research conducted by E Reward as well as over 30 new case studies and brand new coverage of key topics such as engagement and commitment bonus schemes and rewarding knowledge workers If you are involved in developing reward schemes for staff or are studying human resource management then this book will open your eyes to the latest thinking in staff motivation and reward

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2015 Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward It is closely aligned to the CIPD's standard in reward management and is supported by online resources for both lecturers and students Updated to reflect the practical implications of the most recent research and discussion on reward management this new fifth edition includes a new chapter on computerized reward management completely updated chapters on job evaluation pay structures merit pay and executive pay and new case studies As with all of Armstrong's texts Armstrong's Handbook of Reward Management Practice truly bridges the gap between academic and practitioner and is therefore ideally suited to anyone studying for a professional qualification in HR of which Reward is often a core part in particular the CIPD's intermediate and advanced level qualifications Online supporting resources include lecture slides an instructor's manual and a student's manual complete with a glossary bibliography and literature review

Reward Management Michael Armstrong, Helen Murlis, 2007 Based on the authors' experience research and benchmarking activities this definitive book explains that reward management is about performance of individuals teams and the whole organization It examines in detail the processes and various approaches that can be adopted to achieve and reward outstanding skill and competence levels in the workplace Comprehensive and highly practical in its approach it takes a strategic perspective and addresses the wide gap that exists between theory and practice with a focus on the implications for practitioners This revised fifth edition includes new and updated chapters on age discrimination bonus schemes recognition schemes and pensions

The Reward Management Toolkit Michael Armstrong, Ann Chapman, 2011-01-03 Deciding how to effectively reward staff is one of the most tricky and contentious areas in people management Getting it right can help promote a motivated workforce and significantly improve recruitment and retention But how do you decide what pay scale is suitable for which job and how do you design reward packages which recognise contribution and encourage employees The Reward Management Toolkit provides practical step by step guidance on designing and delivering rewards across organizations In each tool the authors describe what the tool will achieve and provide guidance on when it is appropriate to implement Each tool is supported by questionnaires checklists and opinion surveys which can be used as the basis for analysis discussions in workshops project teams and focus groups These tools include the design development and implementation process strategic reward job evaluation market rate analysis benefits options including flexible benefits and the management and evaluation of reward systems Online supporting resources include figures and templates such as checklists and questionnaires

Strategic Reward Michael Armstrong, Duncan Brown, 2006 Strategic reward is the process of determining how to develop appropriate reward arrangements and dealing with the issues which arise in making that decision The focus of this new title aimed at directors and senior level HR consultants is on the formulation and implementation of reward strategies

Evidence-Based Reward Management Michael Armstrong, Duncan Brown, Peter Reilly, 2010-07-03 Evidence Based Reward Management presents an analysis of the current failure of organisations to assess the effectiveness of pay and reward practices It considers the reasons for this and outlines the damaging consequences of it By examining recent developments in human capital information and measurement it looks at how HR can construct effective reward for improved performance both for the individual and organization The authors present the tools and techniques which can be applied to practice evidence based reward management including a 4 step model which sets strategic goals reviews current policies looks at how to pilot and make changes and improvements and explains how to monitor and adapt on an ongoing basis

Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, 2012-05-03 Armstrong's Handbook of Human Resource Management is the classic text for all students and practitioners of HRM Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it includes in depth coverage of all the key areas essential to the HR function The 12th edition has been radically updated to create a cutting edge textbook which encourages and facilitates effective learning Comprehensive online support material is provided for the instructor student and now also the practitioner providing a complete resource for teaching and self learning The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2010 Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward It is aimed at both HR practitioners involved in employee reward as well as students who need to understand the importance of reward and how it can be successfully applied across organizations The book is closely aligned to the CIPD's new standard in reward management and is supported by online resources for both lecturers and students This new edition contains new research conducted by E Reward as well as brand new case studies of international companies who are effectively using reward to improve performance It includes practical guidance on designing reward for all levels of employee as well as for teams and the organization

Employee Reward Stephen J. Perkins, Geoff White, 2008 Suitable for the Employee Reward module on the PDS qualification as well as for Reward modules in a wider HR and business degree market this text offers an analytical approach to the subject area

Armstrong's Job Evaluation Handbook Michael Armstrong, 2018-04-03 Job evaluation is key to ensuring that employees are compensated fairly for their work. It is therefore essential that HR professionals have a robust process in place so that pay and reward are transparent and defensible within teams and across departments. *Armstrong's Job Evaluation Handbook* gives HR professionals all the tools they need to assess which approach to job evaluation is most suitable, how to implement it, and how to maintain it. Packed with case studies from leading organizations such as Microsoft, Vodafone, and the NHS, this guide will provide HR professionals with the ability to answer key questions such as: how can we decide what is fair to pay our staff? how can we make sure that work of equal value receives equal pay? and how can we make sure that our salaries remain competitive in the market? *Armstrong's Job Evaluation Handbook* covers everything needed to put effective job evaluation processes in place, including analytical matching and market pricing, developing job grades, and defining pay structures. There is also coverage of the latest trends and issues in job evaluation, such as the decline in points-rated systems and the use of levelling by consultants. Underpinned by original research, this is a book that no HR department can afford to be without.

A Handbook of Human Resource Management Practice Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best-selling textbook. It remains the primary text for all students studying HRM, both undergraduate and postgraduate, as well as for students of the Chartered Institute of Personnel and Development (CIPD) diploma. The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues. This new edition of *A Handbook of Human Resource Management Practice* contains a number of significant additions and revisions, including substantial revisions to seventeen chapters and new chapters on Human Capital Management, the Role of the Front Line Manager, HR Strategies, Developing and Implementing HR Strategies, and Learning and Development. The new edition also contains updated material based on recent developments in HRM policy and practice, and a wide range of surveys and research projects conducted by professional associations and research bodies.

Strategic Reward Michael Armstrong, Duncan Brown, 2009 Strategic reward is the process of deciding what route to take in developing appropriate reward arrangements and dealing with the issues which arise in making that journey. This title examines the essence and context of strategic reward and considers the processes involved in developing and implementing reward strategies.

Strategic Reward Michael Armstrong & Duncan Brown,2010-01-01 The reward challenges facing organizations today are enormous with a significant growth in demand for specialists able to deliver business enhancing reward solutions In this comprehensive collaboration Michael Armstrong and Duncan Brown demonstrate that formulating a reward strategy isn't enough you have to make it happen They profile the potential benefits of strategic reward and describe the new realism that is emerging as organizations pay greater attention to employee motivation and communication in order to realize these benefits in practice Key sections cover Strategic reward and organization performance Engagement and organizational commitment strategies Tailoring rewards to suit the environment Developing and implementing reward strategy Communicating reward strategy Fully illustrated with international case studies including BT GlaxosmithKline Lyoyds TSB Tesco and Unilever Strategic Reward with help HR and reward professionals to make their reward strategies happen It is essential reading for reward practitioners and managers HR Professionals postgraduate HRM Students of reward management Contents Part 1 The essence of strategic reward Strategic reward what it means Reward strategy purpose and content Strategic reward and performance Engagement and organizational commitment strategies Part 2 The context of strategic reward The reward environment Reward strategies in a knowledge economy Reward strategies in a service based economy Developments in reward management Part 3 Developing and implementing reward strategies Developing reward strategy Implementing reward strategy Role of the front line manager in managing reward The strategic and multiple roles of the reward professional Communicating reward strategy from telling and selling to involving and engaging Conclusions

A Handbook of Management and Leadership Michael Armstrong,Tina Stephens,2005 Providing guidance on the processes of management and leadership this work presents particular reference to what managers and aspiring managers need to know about the skills of management and approaches to effective leadership

Armstrong's Handbook of Management and Leadership Michael Armstrong,2012-03-03 In order to make an effective contribution HR specialists have to be good at management leadership and developing themselves and others However in addition they need to be aware of the management and business considerations that affect their work Armstrong's Handbook of Management and Leadership provides guidance on the processes of management and leadership with particular reference to what managers and aspiring managers need to know and do to make a difference This new edition is the only book that covers in one volume the new Leading Managing and Developing People and Developing Skills for Business Leadership modules which are part of the Chartered Institute of Personnel and Development's Leadership and Management Standards Online supporting resources for this book include lecture slides for each chapter flashcards and case studies with exercises

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