

Strategic Compensation Canada 4th Edition

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Fringe benefits focus on maintaining the quality of life for employees and providing a level of protection and financial security for workers and for their family members some common examples are; retirement or pension plans, medical insurance, education reimbursement and time off. Like base pay plans, the major objective for most organizational fringe compensation programs is to attract, retain and motivate qualified, competent employees. Numerous surveys and experiences of HR professionals reveal that the tangible rewards that people receive for working come in the form of pay, incentives and benefits and one key to retention is to have competitive compensation practices. Employees on the other hand would be striving to cut costs so as to post impressive profit at the end of the accounting period. It is clear that there is a research gap in this area of study and that further research needs to be carried out, in order to find out whether fringe benefits really do have any effect on the productivity of employees in the public sector, Nairobi County. This study adopted descriptive survey design which is concerned with determining the frequency with which something occurs or the relationship between variables. This study was carried out at the State Department of Water, where the total population is 189. The researcher targeted 30% of the entire population which stands at 58 employees. A simple random sampling of the targeted population was employed. The researcher used questionnaires to collect the data and also consulted secondary sources and literature for comparison. After the collection of the data it was edited to identify inconsistencies and establish uniformity and then compiled to facilitate entry of the responses into the computer. The quantitative data was analyzed using a statistical package for social sciences (SPSS) and excel spreadsheets. Presentation of the quantitative findings was done in form of tables and percentages to enable easy interpretation by the readers accompanied by the requisite explanations and narrations. From the study it was established that security benefits such as meal, transport and house allowances contributed positively to employee productivity, that health of the workforce is inextricably linked to the productivity of the workforce and the health of the nation's economy, that retirement benefits strongly influenced workers' behavior, giving younger workers a compelling reason to continue working for their employer and encouraging older workers to retire on a timely basis and finally that, recognizing and rewarding employees for a job well done enhances employee productivity. Since all p- values for all variables were found to be less than 0.05 it can be statistically concluded from the study that fringe benefits have a significant influence on employee productivity in the public sector. From the study it can be recommended that; the government should continue providing security benefits to all civil servants, as they positively influence employee productivity and raise overall performance in the public sector, it should continue providing health protection benefits to its employees since this will help them create a sense of loyalty and encourage their productivity, it should review the current retirement package since a good retirement package will attract and retain employees in the public sector and also improve their productivity and finally that public organizations need to improvise employee recognition programs for jobs well done as this will motivate employees thus enhancing their productivity in the public sector.

Covers completely the Maryland Workers' Compensation Act; the rules that implement the Act; and the case law, rules, and sample forms you need to present your client's case in the best light.

Human Resource Management addresses the challenges faced by human resource managers, integrating traditional theory with real-world strategy to equip students with the knowledge, perspective, and skills they need to thrive in the ever-changing global business environment. Presented in a clear and relatable style, this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success. The focus on practical application illustrates the essential link between strategic planning and implementation, providing an inside look at how real-world companies increase effectiveness through world-class human resources management practices. A wealth of case studies, discussion topics, and exercises reinforce key concepts, strengthening students' ability to think strategically and integrate core HR management principles into the decision-making process. By mirroring the current landscape's increased reliance on smart people-management strategy, this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward.

Strategic Compensation in Canada Student Simulation Manual provides students with the opportunity to design an entire compensation system, right from strategy formulation to implementation of the new pay structure, complete with market-based actual dollars attached to the pay ranges. This simulation has been specifically designed by its authors (Richard Long and Henry Ravichaner) to utilize all the steps along the road map to effective compensation, as described in the Strategic Compensation in Canada text.

The highly acclaimed Financial and Strategic Management for Nonprofit Organizations provides an encyclopedic account of all the key financial, legal, and managerial issues facing nonprofit executives. This is today's definitive single-source text and reference for managing any nonprofit organization. Designed for both professional and graduate student readers, this work thoroughly addresses all key aspects of building managerial skill and promoting imagination and innovation in organizations across the nonprofit spectrum. Herrington J. Bryce presents every technique and concept in the context of today's public policies, leading practices, laws, norms, and expectations. Herrington J. Bryce was a senior economist at the Urban Institute, a Brookings Economic Policy Fellow, a fellow at the Institute of Politics at Harvard and a visiting professor in regional economics and planning at the Massachusetts Institute of Technology. He taught micro economic theory and public finance at Clark University in Worcester, Massachusetts, and was director of the program in legal and budget studies at the University College at the University of Maryland. He currently teaches courses at the College of William & Mary in nonprofits but mostly in corporate financial strategy and cost management—heavily reflected in this text. He has published extensively and has served on many state, local and federal government advisory committees. He has a PhD in economics from the Maxwell School at Syracuse University, and a CLU and ChFC from the American College.

Law of the Internet, Fourth Edition is a two-volume up-to-date legal resource covering electronic commerce and online contracts, privacy and network security, intellectual property and online content management, secure electronic transactions, cryptography, and digital signatures, protecting intellectual property online through link licenses, frame control and other methods, online financial services and securities transactions, antitrust and other liability. The Law of the Internet, Fourth Edition quickly and easily gives you everything you need to provide expert counsel on: Privacy laws and the Internet Ensuring secure electronic transactions, cryptography, and digital signatures Protecting intellectual property online - patents, trademarks, and copyright Electronic commerce and contracting Online financial services and electronic payments Antitrust issues, including pricing, bundling and tying Internal network security Taxation of electronic commerce Jurisdiction in Cyberspace Defamation and the Internet Obscene and indecent materials on the Internet Regulation of Internet access and interoperability The authors George B. Delta and Jeffrey H. Matsuura -- two Internet legal experts who advise America's top high-tech companies -- demonstrate exactly how courts, legislators and treaties expand traditional law into the new context of the Internet and its commercial applications, with all the citations you'll need. The Law of the Internet also brings you up to date on all of the recent legal, commercial, and technical issues surrounding the Internet and provides you with the knowledge to thrive in the digital marketplace. Special features of this two-volume resource include timesaving checklists and references to online resources.

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