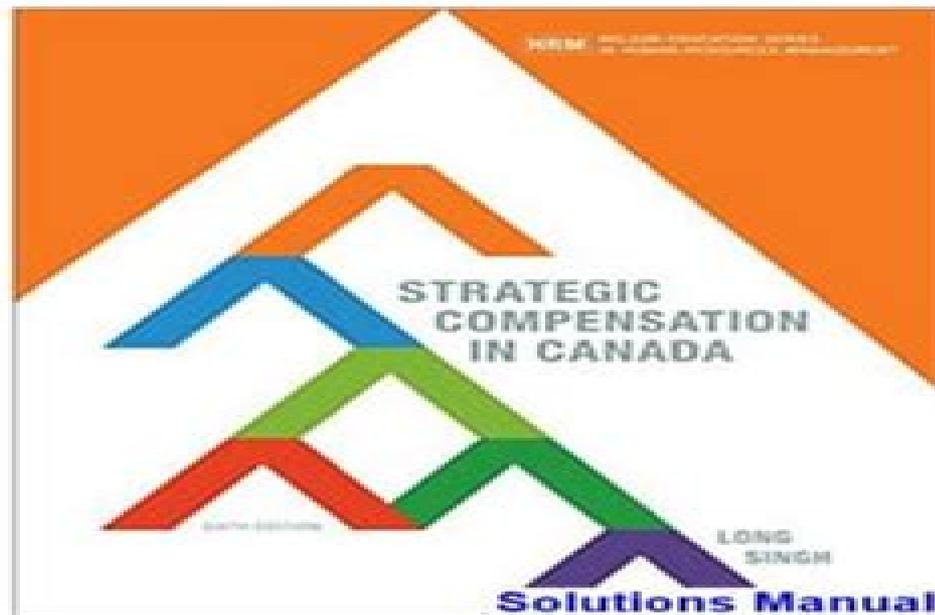


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Strategic Compensation Joseph J. Martocchio, 2022

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crucial people decisions associated with compensation and benefit program development This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs Next Biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting He assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international HR systems and programs This book contains a full chapter on HR key indicator reporting and concludes with detailed coverage of trends in human resource accounting and the deepening linkages between financial and HR planning Replete with both full and mini case examples throughout the book also contains chapter ending exercises and problems for use by students in HR and finance programs HR managers are under intense pressure to become strategic business partners Many unfortunately lack the technical skills in financial analysis to succeed in this role Now respected HR management educator Dr Steven Director addresses this skill gap head on Writing from HR s viewpoint Director covers everything mid level and senior level HR professionals need to know to formulate model and evaluate their HR initiatives from a financial and business perspective Drawing on his unsurpassed expertise working with HR executives he walks through each crucial financial issue associated with strategic talent management including the quantifiable links between workforces and business value the cost benefit analysis of HR and strategic financial initiatives and specific issues related to total rewards programs Unlike finance books for non financial managers Financial Analysis for HR Managers focuses entirely on core HR issues

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