



Compensation, 13th edition

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Chapter-by-Chapter Changes

Chapter 1

- Update company examples (e.g., WalMart, Costco, Sam's Club) and Your Turn (Amazon, Best Buy, Circuit City, WalMart)

Chapter 2

- Update Merrill Lynch Your Turn.

Chapter 4

- Added Exhibit showing probability of different occupations being automated in the future.
- Updated O*Net exhibit and information.

Chapter 5

- Updated selected exhibits.

Chapter 6

- Updated Climb the Legal Ladder Your turn.

Chapter 7

- Updated exhibits/examples from airline and automobile industries.
- New Your Turn on combining pay survey and job evaluation data to set pay rates.

Chapter 8

- Updated exhibits, including those on pay surveys.

Chapter 9

- Significant revision of section on “Does Compensation Motivate Behavior” that incorporates recent research and practice evidence.

Chapter 10

- Several new exhibits that provide more extensive information on how organizations use pay for performance, including variable pay/incentive plans.

Chapter 11

- New section on inter-rater reliability of performance ratings and the implications for how to improve precision and credibility of performance ratings.

Chapter 12

- Several new exhibits that provide better insight into how benefits costs fit into total compensation costs and how these costs vary over time and across different types of employers, as well as show the tax advantages of providing benefits to employees.

Chapter 13

- Several new exhibits that provide better insight into benefits coverage differences across employers and that demonstrate how retirement savings depend on when employees start saving and how they invest their savings.

Chapter 14

- Extensive new exhibits and material, including on the link between executive pay and company performance, opinion poll data on executive pay, the results of “Say on Pay” votes, the role of Institutional Shareholder Services, Black-Scholes options pricing, and new examples of company executive pay plans.

Chapter 15

- New exhibit on profit-sharing payments to UAW Hourly Workers at General Motors, Ford, and DaimlerChrysler over time.

Chapter 16

- Exhibits on cross-country comparison data have been updated.

Chapter 17

- Updates of developments in regulation, including overtime pay rules for the Fair Labor Standards Act.

Chapter 18

- Update of information on how employers aim to control fixed labor costs over time.