

People Performance And Pay

From workers' wages to presidential elections, labor unions once exerted tremendous clout in American life. In the immediate post-World War II era, one in three workers belonged to a union. The fraction now is close to one in five, and just one in ten in the private sector. The only thing big about Big Labor today is the scope of its problems. While many studies have explained the causes of this decline, What Unions No Longer Do shows the broad repercussions of labor's collapse for the American economy and polity. Organized labor was not just a minor player during the middle decades of the twentieth century, Jake Rosenfeld asserts. For generations it was the core institution fighting for economic and political equality in the United States. Unions leveraged their bargaining power to deliver benefits to workers while shaping cultural understandings of fairness in the workplace. What Unions No Longer Do details the consequences of labor's decline, including poorer working conditions, less economic assimilation for immigrants, and wage stagnation among African-Americans. In short, unions are no longer instrumental in combating inequality in our economy and our politics, resulting in a sharp decline in the prospects of American workers and their families.

Looking for the ultimate book to help reengineer the way your company manages performance? Here is a major work that lays the groundwork for successful change at virtually every step in maximizing individual, team and organizational effectiveness. It is ideal for any manager responsible for performance improvement or human resource development. The authors, both experienced in competency-based human resource development and management, provide the reader with insight into performance management as a strategic tools and change lever-not a dreaded, bureaucratic hurdle. Readers are empowered to achieve their goals faster and more effectively by mobilizing people with whom they work. Senior human resources and line managers in organizations of all sizes will find answers to many of their most challenging people-related questions in Reengineering Performance Management. Numerous case studies from companies on the cutting edge of performance management illustrate the major themes of the text. Critically peer reviewed, this book offers the benefit of successful methods that have been tried and tested over the past 50 years, along with the most advanced and up-to-date knowledge in the field of performance management.

This second edition offers a comprehensive coverage of employee performance and reward, presenting the material in a conceptually integrated way.

Federal Government agencies are moving to better align pay with performance & create organizational cultures that emphasize performance rather than tenure. However, agencies must invest time, money, & effort in the design of their pay for performance compensation systems in order to succeed. To help agencies understand the

critical prerequisites to success & key decision points, a review was conducted of professional & academic writings on the topic of pay for performance. This user-friendly guide summarizes the research findings. Contents: a summary of pay for performance; benefits & risks associated with pay for performance; pay for performance decision points; conclusions & recommendations; & bibliography. Illustrations.

Pay for Results

Why High-performance Work Systems Pay Off

History, Controversy, and Evidence

Pay Policies for Successful Businesses

People, Pay, and Performance

Rewards and Business Strategy

How to Pay People for the Performance You Want

In this work, acclaimed management expert Edward Lawler tells companies what they can do to meet today's "rewards systems challenge"--attracting and retaining talented employees in a market where the employees hold the upper hand. Here, Lawler outlines a creative compensation system that recognizes employee knowledge and skill as a critical aspect of an organization's net worth. In basing his system on the individual employee's value to the organization, Lawler introduces an approach to compensation that simultaneously motivates employees to higher levels of performance and increases shareholder value. To read the introduction from this book, [click here](#).

"Pay for performance" has become a buzzword for the 1990s, as U.S. organizations seek ways to boost employee productivity. The new emphasis on performance appraisal and merit pay calls for a thorough examination of their effectiveness. *Pay for Performance* is the best resource to date on the issues of whether these concepts work and how they can be applied most effectively in the workplace. This important book looks at performance appraisal and pay practices in the private sector and describes whether--and how--private industry experience is relevant to federal pay reform. It focuses on the needs of the federal government, exploring how the federal pay system evolved; available evidence on federal employee attitudes toward their work, their pay, and their reputation with the public; and the complicating and pervasive factor of politics.

Features twenty-one methods managers can use to increase the effectiveness of their employees. Are assumptions made in Performance-related pay stated explicitly? What does Performance-

related pay success mean to the stakeholders? How would one define Performance-related pay leadership? Who are the people involved in developing and implementing Performance-related pay? How did the Performance-related pay manager receive input to the development of a Performance-related pay improvement plan and the estimated completion dates/times of each activity? Defining, designing, creating, and implementing a process to solve a challenge or meet an objective is the most valuable role... In EVERY group, company, organization and department. Unless you are talking a one-time, single-use project, there should be a process. Whether that process is managed and implemented by humans, AI, or a combination of the two, it needs to be designed by someone with a complex enough perspective to ask the right questions. Someone capable of asking the right questions and step back and say, 'What are we really trying to accomplish here? And is there a different way to look at it?' This Self-Assessment empowers people to do just that - whether their title is entrepreneur, manager, consultant, (Vice-)President, CxO etc... - they are the people who rule the future. They are the person who asks the right questions to make Performance-related pay investments work better. This Performance-related pay All-Inclusive Self-Assessment enables You to be that person. All the tools you need to an in-depth Performance-related pay Self-Assessment. Featuring 683 new and updated case-based questions, organized into seven core areas of process design, this Self-Assessment will help you identify areas in which Performance-related pay improvements can be made. In using the questions you will be better able to: - diagnose Performance-related pay projects, initiatives, organizations, businesses and processes using accepted diagnostic standards and practices - implement evidence-based best practice strategies aligned with overall goals - integrate recent advances in Performance-related pay and process design strategies into practice according to best practice guidelines Using a Self-Assessment tool known as the Performance-related pay Scorecard, you will develop a clear picture of which Performance-related pay areas need attention. Your purchase includes access details to the Performance-related pay self-assessment dashboard download which gives you your dynamically prioritized projects-ready tool and shows your organization exactly what to do next. You will receive the following contents with New and Updated specific criteria: - The latest quick edition of the book in PDF - The latest complete edition of the book in PDF, which criteria correspond to the criteria in... - The Self-Assessment Excel Dashboard, and... - Example pre-filled Self-Assessment Excel Dashboard to get familiar with results generation ...plus an

extra, special, resource that helps you with project managing. INCLUDES LIFETIME SELF ASSESSMENT UPDATES Every self assessment comes with Lifetime Updates and Lifetime Free Updated Books. Lifetime Updates is an industry-first feature which allows you to receive verified self assessment updates, ensuring you always have the most accurate information at your fingertips.

Concepts, Practices, Strategies

Defining Public Administration

Work Rules!

Bang for the Buck!

Pay for Profit

Pay for Performance

Linking Employee and Organizational Performance

This report, the most in-depth of its kind to date, confirms the powerful relationships between HR practices, employee commitment and operating performance. It is based on a three-year investigation which looked at the HR practices, staff views and performance in 11 large organisations including Jaguar Cars, Nationwide Building Society, Selfridges and Tesco. The study provides answers to why and how people management practices influence business performance - to unlock what has been termed the 'black box'. Key conclusions include:- the most carefully thought-through HR strategy is a waste of time unless it is embraced by line managers who have the skills and understanding necessary to engage and motivate employees - where effective HR practices are not in place, levels of employee commitment are up to 90 per cent lower - an organisation needs a clear direction and purpose, beyond the bland mission statement or generic goal of financial returns, which engages, enthuses and unites people. At the Nationwide Building Society this is a commitment to mutuality. At Royal United Hospital Bath it is saving lives. This 'big idea' appears essential in motivating and directing people behind the strategy of the organisation.

Compensation: Theory, Evidence, and Strategic Implications provides a comprehensive, research-based review of both the determinants and effects of compensation. Combining theory and research from a variety of disciplines, authors Barry Gerhart and Sara L. Rynes examine the three major compensation decisions-pay level, pay structure, and pay delivery systems. provides a comprehensive, research-based review of both the determinants and effects of compensation. Combining theory and research from a variety of disciplines, authors Barry Gerhart and Sara L. Rynes examine the three major compensation decisions-pay level, pay structure, and pay delivery systems. Primarily intended for graduate students in human resource management, psychology, and organizational behavior courses, this book is also an invaluable reference for compensation management consultants and organizational development specialists. The authors separate the five discrete functions of appraisal: coaching, feedback, compensation, employee development, and legal documentation and clarify the objectives of each. They examine the atrocious track record of appraisals.

When change is underway, pay can be a powerful communicator of values and directions. And in today's challenging business environment, the need to use pay strategically is more important than ever as organizations and their leaders look for ways to improve outcomes, performance, productivity, and teamwork. Linking rewards to business goals and competencies is essential to gain competitive advantage through people. Based on extensive research with Fortune 100 companies and on their own consulting work with companies in various industries worldwide, Jay R. Schuster and Patricia K. Zingheim offer a powerful strategy for making pay a positive force for organizational excellence. This pioneering work includes the first "best practices" study to show the impact of pay practices on organizational performance. With numerous sample pay strategies and examples of pay tools that can be adapted to a wide range of situations, the authors provide

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how-to guidance to executives, managers, and human resource and compensation specialists--anyone responsible for developing base pay, incentive, and benefit plans. Where traditional models of compensation and reward no longer serve the best interests of organizations and the employees who must make companies succeed, The New Pay provides the critical tools for creating a total compensation strategy and pay programs that add value and support organizational success.

Dynamic Compensation for Changing Organizations

Selections from the International Encyclopedia of Public Policy and Administration

The Surprising Truth About What Motivates Us

And Other Myths of the Modern Economy

Motivation

The American Productivity Center/American Compensation Association National Survey on Non-traditional Reward and Human Resources Practices

Drive

Much of the hoopla surrounding quality circles, teams, and high-performance work systems has been based on anecdotes and very thin evidence. It has not been established that those employee involvement strategies amount to anything more than another series of management fads or ruses designed to get more out of workers without giving them anything in return. This revelatory book, written by some of the skeptics, lays some of the suspicion to rest. Based on their visits to 44 plants and surveys of more than 4,000 employees, Eileen Appelbaum, Thomas Bailey, Peter Berg, and Arne L. Kalleberg concluded that companies are indeed more successful when managers share knowledge and power with workers and when workers assume increased responsibility and discretion. The study of steel, apparel, and medical electronics and imaging plants revealed much. In self-directed teams, workers were able to eliminate bottlenecks and coordinate the work process. In task forces created to improve quality, they communicated with individuals outside their own work groups and were able to solve problems. Expensive equipment in steel mills operated with fewer interruptions, turnaround and labor costs were cut in apparel factories, and costly inventories of components and medical equipment were reduced. And what did the employees think? The worker survey showed that jobs in participatory work systems often provide more challenging tasks and more opportunities for creativity. Employees in apparel had higher hourly earnings; those in steel had both higher hourly earnings and higher job satisfaction. Workers in more participatory settings were no more likely than others to report heavy workloads or excessive demands on their time. They were, however, less likely to report involuntary overtime or conflict with co-workers, and were more likely to be satisfied with their surroundings. Manufacturing Advantage provides the best assessment available of the effectiveness of high-performance work systems. Freestanding chapters near the end of the book provide full documentation of research data without interrupting the narrative flow.

First published in 1992. This collection is devoted to trying to provide a better understanding of pay for performance. The volume includes an excellent history, a notable long-term success story that is at least partly based on pay for performance, a discussion of the source of some of the misunderstandings, a review of some of the better research on the subject, and some promising research developments.

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Setting wages isn't an exact science, but we like to think that our workplace performance provides an objective basis for pay. You're Paid What You're Worth offers a bold theory to the contrary, arguing that pay is decided in contests over interests and ideals--that social conflicts, not economic metrics, determine who gets how much.

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of Work Rules!, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, Work Rules! also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. Work Rules! shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

Compensation

Aligning Executive Performance and Pay

Manufacturing Advantage

Rewarding Excellence

Business Performance Measurement

The New Pay

Fair Pay, Fair Play

A timely look at how to evaluate and determine executive pay Recognized as the leading expert on executive compensation, Robin Ferracone combines her own 20 years of experience with interviews with executives and compensation committees to provide a clear examination of and guidance on determining pay packages, actions, and designs. and Over the past 25 years, the author has created a database of executive pay across 44,000 companies, broken down by company performance, company revenue and industry. Using this data, the author provides boards and individuals evaluating executive pay with the

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ability to analytically determine an appropriate compensation package. Provides real-life stories, perspectives, and insights from thought leaders on executive compensation Contains interview with compensation committee members, executives, academicians, government leaders, and shareholder activists Research based on 44,000 companies broken down by performance, revenue and industry Offers a timely resource on a hot button topic.

Motivated employees play a crucial role in creating a companys sustainable competitive advantage. Successful Management by Motivation shows that in a knowledge-based society, this goal cannot be achieved by extrinsic motivation alone. Pay for performance often even hurts because it crowds out intrinsic motivation. To succeed, companies have to find ways of fostering and sustaining intrinsic motivation. With the help of in-depth case studies, representative surveys, and analysis based on a large number of firms and employees, this work identifies the various aspects of motivation in companies and shows how the right combination of intrinsic and extrinsic motivation can be achieved.

People, Performance, & PayDynamic Compensation for Changing OrganizationsSimon and Schuster

This anthology, Defining Public Administration, is designed to assist beginning and intermediate level students of public policy, and to stir the imaginations of readers concerned with public policy and administration. The forty-five articles included in the text are all reprinted from the International Encyclopedia of Public Policy and Administration, and these accessible, interesting articles have been assembled to offer a sample of the riches to be found within the larger work. The articles provide definitions of the vocabulary of public policy and administration as it is used throughout the world—from the smallest towns, to the largest national bureaucracies. Defining Public Administration is organized into twelve parts. Each part focuses on a domain pertinent to the study of public administration, including overviews, policy making, intergovernmental relations, bureaucracy, organization behavior, public management, strategic management, performance management, human resource management, financial management, auditing and accountability, and ethics.

Merit Pay

Major Findings from People, Performance, and Pay

Guiding Principles; Custom Strategies

Designing an Organization-wide Performance-based Compensation System

Understanding the People and Performance Link

Performance-related Pay Policies for Government Employees

Designing an Effective Pay for Performance Compensation System

The New York Times bestseller that gives readers a paradigm-shattering new way to think about motivation from the author of When: The Scientific Secrets of Perfect Timing Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of To Sell Is Human: The Surprising Truth About Motivating Others). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and

offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live.

There is a strong movement today in management to encourage management practices based on research evidence. In the first volume of this handbook, I asked experts in 39 areas of management to identify a central principle that summarized and integrated the core findings from their specialty area and then to explain this principle and give real business examples of the principle in action. I asked them to write in non-technical terms, e.g., without a lot of statistics, and almost all did so. The previous handbook proved to be quite popular, so I was asked to edit a second edition. This new edition has been expanded to 33 topics, and there are some new authors for the previously included topics. The new edition also includes: updated case examples, updated references and practical exercises at the end of each chapter. It also includes a preface on evidence-based management. The principles for the first edition were intended to be relatively timeless, so it is no surprise that most of the principles are the same (though some chapter titles include more than one principle). This book could serve as a textbook in advanced undergraduate and in MBA courses. It could also be of use to practicing managers and not just those in Human Resource departments. Every practicing manager may not want to read the whole book, but I am willing to guarantee that every one will find at least one or more chapters that will be practically useful. In this time of economic crisis, the need for effective management practices is more acute than ever.

`Gerhart and Rynes provide a thorough, comprehensive review of the vast literatures relevant to compensation. Their insights regarding the integration of economic, psychological and management perspectives are particularly enlightening. This text provides an invaluable tool for those interested in advancing our understanding of compensation practices' - Alison Barber, Eli Broad College of Business, Michigan State University
Compensation provides a comprehensive, research-based review of both the determinants and effects of compensation. Combining theory and research from a variety of disciplines, authors Barry Gerhart and Sara Rynes examine the three major compensation decisions - pay level, pay structure and pay delivery systems. Revealing the impact of different compensation policies, this interdisciplinary volume examines: the relationship between performance-based pay and intrinsic motivation; implications of individual pay differentials for team or unit performance; the consequences of pay for performance policies; effect sizes and practical significance of compensation findings; and

directions for future research. Compensation considers why organizations pay people the way they do and how various pay strategies influence the success of organizations. Critically evaluating areas where research is inconsistent with common beliefs, Gerhart and Rynes explore the motivational effects of compensation. Primarily intended for graduate students in human resource management, psychology, and organizational behaviour courses, this book is also an invaluable reference for compensation management consultants and organizational development specialists. This report presents an overview of performance-related pay policies (PRP) for government employees in selected OECD member countries over the past two decades. Both the strengths and the weaknesses of PRP policies are assessed. The report explores ...

The American Productivity Center/American Compensation Association National Survey on Non-traditional Reward and Human Resource Practices

What Unions No Longer Do

Handbook of Principles of Organizational Behavior

Pay Strategies for the New Economy

Managing Employee Performance & Reward

People, Pay & Performance

A Practical Guide to Effective Employee Compensation

Widely recognized as the nation's foremost experts on pay strategies, Zingheim and Schuster offer up a nuts-and-bolts guide on how a company can use pay to create a win-win partnership with its workforce. Their advice is direct and specific and will help you tackle many of today's most critical business issues from attracting and retaining talent to motivating sales staffs to improving mergers and acquisitions. Charged with readily usable tools for successfully implementing pay change, Pay People Right! also contains numerous examples of how many top organizations are creating total rewards packages that engage people and enhance performance.

HOW DOES A SMALL TO MEDIUM SIZED, BUSY, GROWING BUSINESS GET IT'S BUSINESS PLANNING ORGANIZED AND HOW DOES IT ENSURE THAT PEOPLE PERFORMANCE AND REWARD ARE LINKED INTO THE BUSINESS PLAN? ALSO DEALS WITH DIRECTIONAL AND SUPPORT FRAMEWORKS FOR YOUR BUSINESS

This book is about employee enthusiasm: that special, invigorating, purposeful and emotional state that's always present in the most successful organizations. Most people

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are enthusiastic when they're hired: hopeful, ready to work hard, eager to contribute. What happens? Management, that's what. The Enthusiastic Employee is an action-oriented book that helps companies obtain more from workers - the basic premise is that under the right kind of leadership, the more one side wins in a collaborative relationship, the more for the other side. The book is heavily evidence-based (using extensive employee survey data) and lays out two basic ideas: the "Three-Factor Theory" of human motivation at work and the "Partnership" company culture that is based on the Three-Factor Theory and that, by far, brings out the best in people as they respond with enthusiasm about what they do and the company they do it for. Drawing on research with 13,000,000+ employees in 840+ companies, The Enthusiastic Employee, Second Edition tells you what managers (from first-line supervisor to senior leadership) do wrong. Then it tells you something much more important: what to do instead. David Sirota and Douglas Klein detail exactly how to create an environment where enthusiasm flourishes and businesses excel. Extensively updated with new research, case studies, and techniques (they have added over 8.6 million employees and over 400 companies to their analyses), it now contains a detailed study of Mayo Clinic, one of the world's most effective healthcare organizations and a true representation of the principle of partnership, as well as more in-depth descriptions of private sector exemplars of partnership, such as Costco. Other new chapters include: how the Great Recession really impacted workers' morale (bottom-line, it didn't) and how to build a true Partnership Culture that starts with senior leadership. They now debunk fashionable theories of worker "generations" (Baby Boomers, Gen X, Y, etc.) as mostly nonsense... clarify what they've learned about making business ethics and corporate social responsibility actionable... share what research on merit pay (pay for individual performance) tells us about its likely impact on school teachers and performance (not good)...discuss the utility of teleworking (and the dust-up at Yahoo)...offer compelling, data-informed insights about women and minorities in the workplace, and much more. You can have enthusiastic employees, and it does matter – more than it ever has. Whether you're a business leader, HR/talent management professional, or strategist, that's the workforce you need – and this is the book that will help you get

it.

People, Performance, and Pay identifies today's four most common organizational work cultures - functional, process, time-based, and network - and explains how to align innovative pay policies with each. With examples from LEGO, Hallmark, Holiday Inn, and other leading organizations, the authors explain how to assess an organization's current culture and determine what its future culture should be. They then demonstrate pay's role in such change initiatives, and how compensation must be integrated with other human resource processes, such as selection, training, and performance management. They also discuss the full range of pay strategies available today and how they can be best used to move the organization forward; for example, they recommend decreasing an organization's emphasis on base pay as it shifts from a functional culture to a process, time-based, or network culture. They also offer guidance on establishing team rewards, especially important in process and team-based cultures, and make a compelling case for putting more pay at risk through variable pay strategies. Here also is strategic advice on competency-based pay, performance-based rewards such as gain-sharing, executive pay, and benefits programs. As responsibility for compensation strategies and compensation decisions shifts away from the realm of the Human Resource Department, line managers and senior executives will find People, Performance, and Pay an invaluable reference for effectively using salary, incentives, and benefits to motivate and reward employees, improve quality, and increase productivity.

Unlocking the Black Box

Evaluating Performance Appraisal and Merit Pay

People, Performance, and Pay

You're Paid What You're Worth

People Performance and Business Plans

Breakthrough Reward Strategies to Create Great Companies

Rewarding Performance

Discusses the advantages of incentive-based pay plans, and covers base pay, incentive plan design, non-cash rewards, recognition, and management incentive plans

Part One identifies common principles that underlie sound performance and rewards management. Chapter One sets the stage for defining these principles by describing how a human resource management strategy is derived from the organizational context and strategy. Chapter Two presents common principles for effectively managing performance. Chapter Three develops principles that should be incorporated into rewards management strategies. Part Two explores the development and execution of "local" performance and rewards management strategies, which can be utilized for different segments of the workforce. The segments of the workforce addressed here are: Executives (Chapter Four), Sales Personnel (Chapter Five), Professionals (Chapter Six), Operating & Administrative Support Personnel (Chapter Seven), Teams (Chapter Eight) and global workforces (Chapter Nine). Part Three addresses how programs to support the local strategies can be developed and how they can be integrated to produce alignment. Guidelines for effective implementation, administration and evaluation are presented. Chapter Ten examines some of the contextual and environmental factors that impact performance and rewards management for public sector and not-for-profit organization workforces. Chapter Eleven focuses on integrating local strategies and executing strategies through program development, implementation and administration. Chapter Twelve provides a model for strategy and program evaluation.

This book was written to bring together a summary of the current knowledge on merit pay and to further advance understanding of this type of incentive pay plan. When the writing of the first edition was begun in 1989, there were no books devoted exclusively to the subject of merit pay. Thus, this book was written to fill a void in the compensation literature. Since then, surveys have shown that merit pay remains a frequently used method of incentive compensation, and research into the merit pay process continues to grow. However, other forms of incentive pay, such as gainsharing, continue to receive the most attention, as evidenced by the number of books and articles on this topic in the popular press. In response to the frequent use of merit pay in organizations and the growing body of research, a book-length treatment of merit pay was needed. What we hope to do with this second edition, beyond updating, is to link merit pay with the many changes going on in total compensation or "reward management" (R. Heneman, 2001a, 2002). We also will argue that, even among all the challenges and changes that organizations currently face, there is still "merit" in appropriately conceived and implemented merit pay plans (Bates, 2003c).

A multidisciplinary book on performance measurement that will appeal to students, researchers and managers.

Why They Backfire and What to Do Instead

The Enthusiastic Employee

Fast Forward to Business Success

Balancing Intrinsic and Extrinsic Incentives

Successful Management by Motivation

A Guide to Increasing the Effectiveness of Local Government Employees

People, Performance, & Pay