

## Milkovich Gerhart Compensation

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Wisconsin—Madison' Table of Contents Preface xiii PART ONE INTRODUCING THE PAY MODEL AND PAY STRATEGY Chapter 1

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*Employee Compensation: Research and Practice Abstract [Excerpt] An organization has the potential to remain viable only so long as its members choose to participate and engage in necessary role behaviors (March & Simon, 1958; Katz & Kahn, 1966). To elicit these contributions, an organization must provide inducements that are of value to its members.*

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*Barry Gerhart received his B.S. in psychology from Bowling Green State University and his Ph.D. in industrial relations from the University of Wisconsin-Madison. He is professor of management and human resources and Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness, Wisconsin School of Business, University of Wisconsin ...*

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*dimensions of compensation and summarize some of the key theories used to explain the consequences of different compensation decisions. A discussion of pay determinants can be found in Gerhart and Milkovich (1990, 1992). STRATEGIC PAY DIMENSIONS Pay practices vary significantly across employing units and to some degree, across jobs. We discuss the form, level, structure, mix, and administration of payment systems (Gerhart &*

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