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OBJECTIVES The primary objective of this course is to provide an understanding of the process, issues and techniques involved in developing and administering a compensation system.

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The strategic framework presented in Chapter 2 is intended to answer these questions, by providing a conceptual tool for linking compensation strategy to the managerial strategy used by the firm, as well as to the corporate strategy and other key contextual variables.

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TYPE: textbook, by Canadian authors, university grade course for Strategic Compensation in Canada, a study in human resources management meeting the requirements for professional designation from the DPHR Canada and the Provincial HR Association., STUDY GOALS: Recognizing that no single compensation systems fits all organizations, the authors provide a systematic framework for identifying and designing a compensation system that will add value to an organization and meet their overall goals. ...

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The most appropriate compensation system for an organization is one that fits the key characteristics of that organization. The strategic framework for compensation provides a model to help us understand the context variables, managerial strategy and structural variables of an organization and build an effective compensation system.

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CHAPTER 2

Long, Richard J. & Singh, Parbudyal, Strategic Compensation in Canada, Thomson Nelson, Sixth Edition, 2017. (Long & Singh) B. Suggested Journals Compensation & Benefits Review, American Management Association. WorldatWork Journal, WorldatWork (formerly American and Canadian Compensation Associations).

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