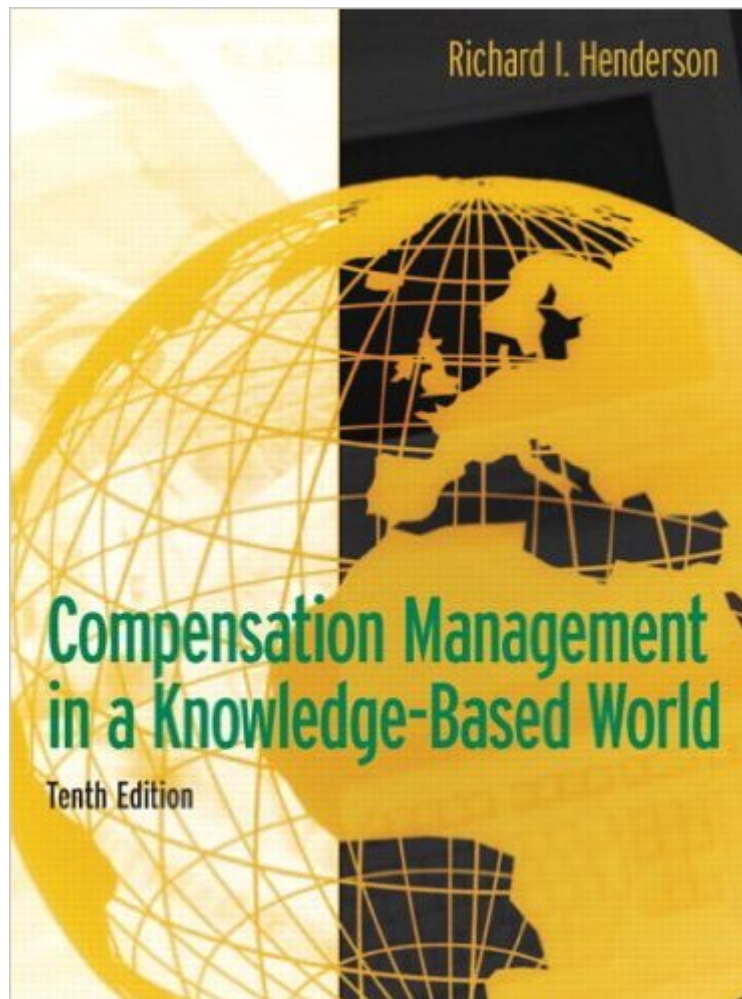


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Compensation Management In A Knowledge-Based World (10th Edition)



Synopsis

For undergraduate courses in Compensation Management and Wage and Salary Administration. As the leading text in its field Compensation Management offers a practical exploration of the systems, methods, and procedures involved in establishing and administering a compensation system within any organization.

Book Information

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Average Customer Review: 3.9 out of 5 starsÂ Â See all reviewsÂ (33 customer reviews)

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Customer Reviews

There is nothing practical about this book. It is a loooooong, purely theoretical torture with only a few examples that don't work too well in the real world. I had to buy it for one of my graduate classes and here I am three months later even more clueless than I was when I started. This book is very boring, painful to read. It doesn't help that the author is clearly biased in favor of traditional HRM and refuses to give much room to more modern thinking. The exercise book is a nightmare. The exercises are either impossibly difficult and time-consuming because the textbook does not offer valuable guidance for any practical problems, or they are an absolute waste of time - students basically have to copy a chapter. I could go on like this forever. In a nutshell: buy this book if you have to, but sell it as soon as you can.

This text was assigned for a Compensensation course I took in 2011. The teacher could certainly have selected a better book. I'm surprised that this book has continually updated editions, yet the examples used in the book are so very oudated (ie: from the 90's and early 2000's). A LOT has

changed in the economy and the workplace since then to the extent that the data from a decade or more ago is not nearly as relevant as current data would be. Also, this book is not organized very well, it is really written like a book - but not like a text book at all. That is to say that the individual concepts are not structured in any different way. So, everything blends together, and it is hard to tell what is important to pay more attention to, and what is more background information. For example, when new word definitions are introduced, they are lumped right into the body of the text - not bold printed or anything - so, you really have to hunt for them. I'm sure the information is all spot on, but it is laid out so poorly, that it makes it arduous learning material.

This is the most boring, hardest to read textbook I have ever had to read. In fact, I stopped reading it after week 5 of the class because I wasn't learning anything. It is very poorly organized and hard to follow.

This book met my academic needs. It contains a detailed glossary, index, and list of referenced contributors. I will be able to apply learned information in my everyday routines. I had read negative reviews of this textbook, but I chose to purchase the book based on classroom needs. The book was in excellent condition and was useful. Ultimately, I am glad to have purchased this book for my course.

I assign this as one of two textbooks in teaching Compensation Administration in graduate school. While it has undergone 9 revisions, the attempts to update it to today's compensation world are not adequate. Far too little is here concerning internet usage, for example. But perhaps its greatest shortcoming is in its glancing treatment of group incentive plans as a key means to unlock workforce potential. It is a glaring and unforgivable gap. If anybody out there knows of a better fundamental compensation textbook, I'd love to hear about it.

I am an MBA HR Management Major and this book is SO FULL Of information -- I am also glad I wasn't sent the GLOBAL EDITION like others have sent me. If you are a HR MAJOR, GET THIS BOOK....Thanks, Trina

Compared to the other major textbooks out there, especially the better reviewed book by "M" this is by far the more useful. When I need to find something practical, like the Federal Evaluation System for example, or Multiple Linear Regression as a job evaluation tool, 95% of the time it is in

Henderson and it is very well documented. Both these topics are barely touched on in the other major texts which I also own. From a guy with a Ph.D. and 30 years of paying my bills with comp information, give me Henderson any day.

I thought this class would be one of my favorites, but the textbook saw to it that it would not live up to this expectation. The book is technical and boring. There isn't any anecdotal information (which I find very helpful for moving a student through the chapters). I don't know if there is a better choice out there, but if there is, teachers should make it.

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