



Rewarding Excellence : Pay Strategies for the New Economy

Edward E. Lawler III

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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.

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