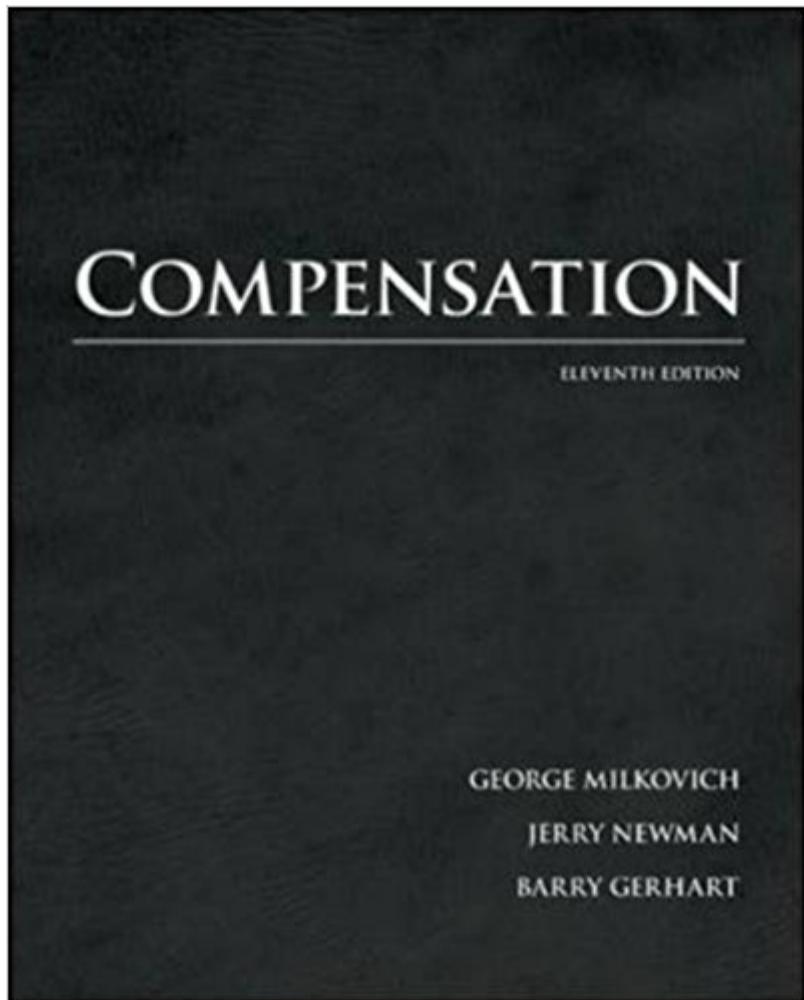


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# Compensation



## **Synopsis**

Compensation, 11th Edition, by Milkovich, Newman and Gerhart is the market-leading text in this course area. It offers instructors current research material, in depth discussion of topics, integration of Internet coverage, excellent pedagogy, and a truly engaging writing style. The authors consult with leading businesses, have won teaching awards, and publish in the leading journals. This text examines the strategic choices in managing total compensation. The total compensation model introduced in chapter one serves as an integrating framework throughout the book. The authors discuss major compensation issues in the context of current theory, research, and real-business practices. Milkovich, Newman and Gerhart strive to differentiate between beliefs and opinions from facts and scholarly research. They showcase practices that illustrate new developments in compensation practices as well as established approaches to compensation decisions. Time after time, adopters relay stories of students getting job offers based on the knowledge they learned from this book.

## **Book Information**

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## **Customer Reviews**

BARRY GERHART is Professor of Management and Human Resources and the Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness, School of Business, University of Wisconsin-Madison. He has also served as department chair or area coordinator at Cornell, Vanderbilt, and Wisconsin. His research interests include compensation, human resource strategy, international human resources, and employee retention. Professor Gerhart received his BS in

psychology from Bowling Green State University and his PhD in industrial relations from the University of Wisconsin-Madison. His research has been published in a variety of outlets, including the Academy of Management Annals, Academy of Management Journal, Annual Review of Psychology, International Journal of Human Resource Management, Journal of Applied Psychology, Management and Organization Review, and Personnel Psychology. He has co-authored two books in the area of compensation. He serves on the editorial boards of journals such as the Academy of Management Journal, Industrial and Labor Relations Review, International Journal of Human Resource Management, Journal of Applied Psychology, Journal of World Business, Management & Organization Review, and Personnel Psychology. Professor Gerhart is a past recipient of the Heneman Career Achievement Award, the Scholarly Achievement Award, and of the International Human Resource Management Scholarly Research Award, all from the Human Resources Division, Academy of Management. He is a Fellow of the Academy of Management, the American Psychological Association, and the Society for Industrial and Organizational Psychology. George T. Milkovich is the M. P. Catherwood Professor at the ILR School, Cornell University. He studies and writes about how people get paid and what difference it makes. People's compensation has been his interest for over 30 years. His research has resulted in numerous publications. Four have received national awards for their contributions. Jerry Newman (B.A., U of Michigan; M.A., Ph.D, U of Minnesota) is Distinguished Professor of Organization and Human Resources at the State University of New York at Buffalo.

I didn't find the text to add anything new to the overall body of knowledge on compensation. It was a retelling of the same thing found in others. In my case this was for a graduate course but I felt more HR 101 as it was very basic. If you are teaching a course I would suggest something more in depth.

This book was selected by my university: Webster (out of St. Louis, Missouri) for my online course. I have used other textbooks for other classes and though, good, there were not as well written as this one. The authors did a great job with this book. It feels more like a conversation with them than a typical textbook. This style and accuracy of the content make an otherwise trying subject very interesting, pleasant and inviting. Additionally, it provides great reference points that stimulate the reader's curiosity--in this case me. Great job! You have my permission to quote me.

This has to be the most driest, boring book I have ever read. It takes a very simple subject and

overly complicates it by going into thorough, thorough detail. I had to rent this book to meet a class requirement, but if I actually bought it to learn more about strategic compensation, I would be more let down than I already am. This book has caused me to start smoking again, because it is so ridiculously bad.

The highlighted sections are extremely difficult to read because of the background color. Most of the grey background has valuable definitions; however, the print is slightly a darker grey that blends into the background. Maybe the printer would consider modifying this design in future publications so that the readers do not have this type of barrier.

This was a required text for my Total Rewards class. Sadly, I ended up using search engines, and HR websites to help with learning the direct explanations of each chapter assigned (basically the whole book). At no point in the 8-week course was I able to use the book as a reference. It was much easier to be where internet service was and go web-surfing. With the internet and my own common sense/logical conclusions, the assignments were completed. The only time I used any part of the book was to give a "gimme" and reference it in my papers.

Best book in CEBS by far. The authors are human and the material isn't just spouting numbers at you like a mean IRS auditor. I understood this the most and passed the exam. Save this book for last or 2nd to last because the rest are kinda torture....Of course they're getting a higher review because the other books are so dry but I think it was a good book that tells a story to get its point across rather than inundates you with facts.

Content of book helpful but outside of book looked well used.

It was for a class, there's really nothing to add.

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