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Describe the main elements in the strategic compensation framework, and explain how they relate to one another. Describe the three main managerial strategies that organizations can adopt, and explain the implications for the most effective reward and compensation system. Describe the main determinants of managerial strategy, and explain how they can be used to select the most appropriate ...

CHAPTER 2 A Strategic Framework for Compensation

and the organizational management process, (c) the compensation system design necessary to attract, retain

and motivate the required workforce, and d) the techniques that could be used for developing and implementing effective compensation systems.

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Long, Richard, Strategic Compensation in Canada, 5th Edition, ITP Nelson, 2014. Older Editions may be used but the student is responsible for any discrepancies between the 5th edition and older editions
TEACHING METHOD This class will follow an informal lecture-discussion format. Students should be prepared to discuss readings that are assigned for each class. Lectures and textbook readings ...

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systems and serve as a useful source of information relating to strategic compensation. The focus will be on:
The focus will be on: • The development of compensation strategy and how to transform this into an operating compensation system.

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