

7TH EDITION

# ARMSTRONG'S HANDBOOK OF REWARD MANAGEMENT PRACTICE

Improving performance through reward



# **Armstrongs Handbook Reward Management Practice**

**Michael Armstrong** 

# **Armstrongs Handbook Reward Management Practice:**

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2019-02-03 Armstrong s Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward strategies This book covers all the essential aspects of improving organizational team and individual performance through reward processes including financial and non financial rewards job evaluation grade and pay structures rewarding specific employee groups and ethical considerations This revised and updated sixth edition incorporates the latest research and developments and contains updated coverage of equal pay and the gender pay gap employee benefits and total reward and a new chapter on employee financial wellbeing As with all of Armstrong s texts Armstrong s Handbook of Reward Management Practice bridges the gap between academic and practitioner and is ideally suited to both HR professionals and those studying for HR qualifications including master s degrees and the CIPD s intermediate and advanced level qualifications Tips and checklists and can be found throughout alongside case studies from organizations including General Motors the UK National Health Service and Tesco Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students which include learning summaries discussion questions and exercises literature reviews and glossaries

Armstrong's Handbook of Reward Management Practice Michael Armstrong, 2012-11-03 Reward management deals with the strategies policies and processes required to ensure that the value of people and the contribution they make to achieving organizational departmental and team goals is recognized and rewarded Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward systems It is aimed at HR practitioners involved in employee reward and at students who need to understand the importance of reward and how it can be successfully applied across organizations Updated to reflect the practical implications of the most recent research and discussion on reward management this edition includes new case studies and chapters on evidence based reward management reward risk management and ethical approaches to reward management This authoritative and engaging book is accompanied by extensive online resources including PowerPoint slides and notes for tutors and exercises to help students to test their learning It is also closely aligned to the CIPD's standards in Reward Management making it an ideal companion for both practitioners and students undertaking a professional qualification A Handbook of Employee Reward Management and Practice Michael Armstrong, Tina Stephens, 2005 A practical handbook designed to provide guidance on the approaches that can be adopted in developing and managing reward strategies policies and processes Aligned to the CIPD s professional standards for employee reward this book is an essential aid for students and lecturers as well as a practical aid for those concerned with developing and managing reward systems Included is a lecturer s CD Rom resource providing screens of key points to accompany the book The book is written in a highly readable style and contains many check lists diagrams and summaries **Reward Management** Michael Armstrong, Helen Murlis, 2007 Based on the authors experience research and benchmarking activities this definitive book explains that reward management is about performance of individuals teams and the whole organization It examines in detail the processes and various approaches that can be adopted to achieve and reward outstanding skill and competence levels in the workplace Comprehensive and highly practical in its approach it takes a strategic perspective and addresses the wide gap that exists between theory and practice with a focus on the implications for practitioners. 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The book is closely aligned to the CIPD s new standard in reward management and is supported by online resources for both lecturers and students This new edition contains new research conducted by E Reward as well as brand new case studies of international companies who are effectively using reward to improve performance It includes practical guidance on designing reward for all levels of employee as well as for teams and the organization Strategic Reward Michael Armstrong, Duncan Brown, 2009 Strategic reward is the process of deciding what route to take in developing appropriate reward arrangements and dealing with the issues which arise in making that journey This title examines the essence and context of strategic reward and considers the processes involved in developing and implementing reward strategies Reward Management Toolkit Michael Armstrong, Ann Cummins, 2011 The tools are also available to download from the Kogan Page website and they can be adapted for your use Book Jacket Strategic Reward Michael Armstrong, Duncan Brown, 2006 Strategic reward is the process of determining how to develop appropriate reward arrangements and dealing with the issues which arise in making that decision The focus of this new title aimed at directors and senior level HR consultants is on the formulation and implementation of reward strategies The Reward Management Toolkit Michael Armstrong, Ann Chapman, 2011-01-03 Deciding how to effectively reward staff is one of the most tricky and contentious areas in people management Getting it right can help promote a motivated workforce and significantly improve recruitment and retention But how do you decided what pay scale is suitable for which job and how do you design reward packages which recognise contribution and encourage employees The Reward Management Toolkit provides practical step by step guidance on designing and delivering rewards across organizations In each tool the authors describe what the tool will achieve and provide guidance on when it is appropriate to implement Each tool is supported by questionnaires checklists and opinion surveys which can be used as the basis for analysis discussions in workshops project teams and focus groups These tools include the design development and implementation process strategic reward job evaluation market rate analysis benefits options including flexible benefits and the management and evaluation of reward systems Online supporting resources

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