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CHAPTER 2 STRATEGY: THE TOTALITY OF DECISIONS

Managing compensation strategically means fitting the compensation system to the business and environmental conditions In contrast, the best-practices approach assumes a universal best way

CHAPTER 2 STRATEGY: THE TOTALITY OF DECISIONS

Compensation strategies of three companies (Google, Nucor, and Merrill Lynch) are compared and contrasted All three are innovators in their industry Their decisions on the five dimensions of compensation strategy (objectives, internal alignment, externally competitive, employee contribution, and management) are both similar and different

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and receive extensive funding and support

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