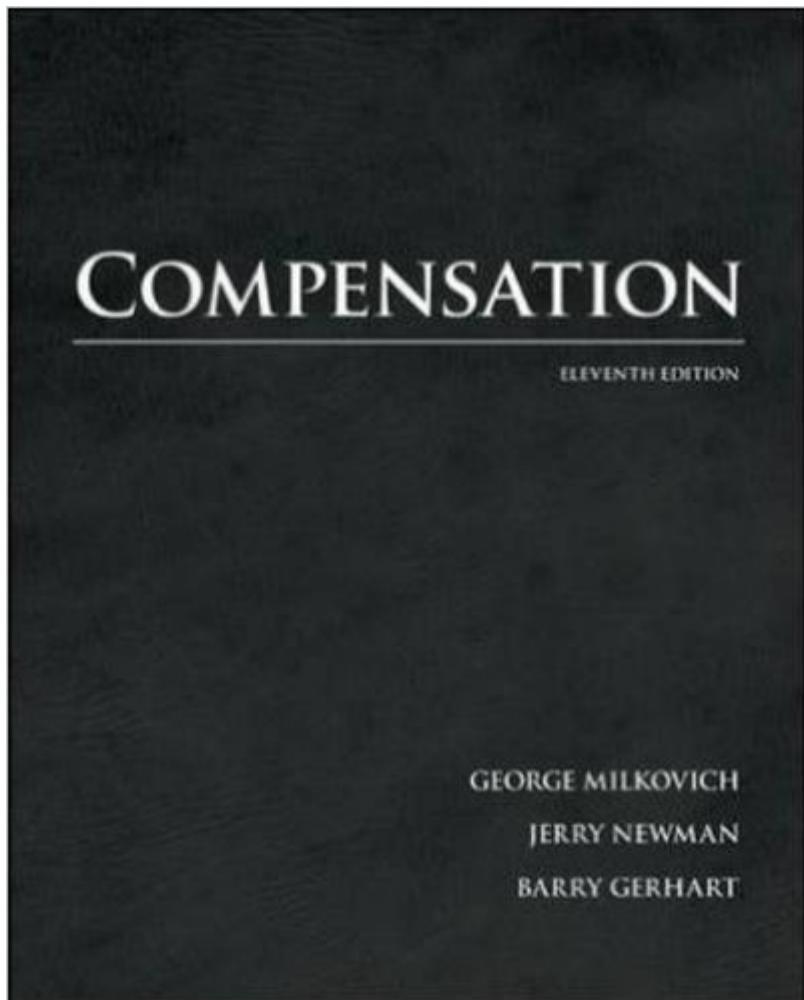


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# Compensation



## **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**

This book is blah. Barely any graphics, charts, or pictures to spice things up, and it is black and white which you don't realize how boring a text book can be until they take the color out. Also, the authors try to make weird jokes through out the book that really detract from the point they are trying to teach. Example: Page 306, "The oil that lubricates the compensation engine (email the authors if you agree this is a horrible metaphor!) is performance measurement and performance

management."What....Why would they say that? If its a horrible metaphor why publish it?!Example: page 306 again: "Who buys an explorer that gets 17 mpg when gas now costs over \$4/gallon? (except of course a dumb second author! By the way, it's a really pretty red!) HR can't control these types of environmental obstacles, after all."....did they just refer to one of the authors as dumb? why? THIS is what I mean. Its through out the whole book.Example stories not very good. If you are a teacher, I would look for another book.

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 it felt more HR 101 as it was very basic. If you are teaching a course I would suggest something more in depth.

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 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.

It reads like a drunk's chatter. Vocabulary words (found in the glossary) are sometimes not in bold face or italicized. It is difficult to tell if a particular word is a vocabulary word or not, because the word will not be clearly defined in the text (no indication basically). Furthermore, it will be a familiar word like "professional," so one wouldn't think it would be a vocabulary word. A word will be introduced, not clearly defined, and much later be defined a little better making it difficult to write notes in an effective and efficient manner. Sentences will not be clearly stated. Paragraphs and the chapters in general are unfocused. I have a hard time believing any of the authors ever took an English class or that this book had any editors. This book is a joke. How can I focus on the content, and become a compensation analyst when my textbook is so poorly written.

The authors appears to think they are presenting the material in a light/almost humorous fashion. They fall far short and should have used a more straight-forward textbook style. The presentation comes across as dry and is difficult to absorb.

The material covered in this book was not really explained/discussed in an easy manner. The material was very dry and it was hard to find terms. In addition, the printing was super small and it just made it hard to stay focused.

This book has a ton of examples and real-life scenarios. While those are great, sometimes I had to search for the subject matter between all of the examples. The book is easy to read, but not so friendly when it comes to studying or researching.

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