



# Compensation: Theory, Evidence, and Strategic Implications (Foundations for Organizational Science)

*Barry Gerhart, Sara L. Rynes*

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Compensation: Theory, Evidence, and Strategic Implications provides a comprehensive, research-based review of both the determinants and effects of compensation. Combining theory and research from a variety of disciplines, authors Barry Gerhart and Sara L. Rynes examine the three major compensation decisions—pay level, pay structure, and pay delivery systems.

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Primarily intended for graduate students in human resource management, psychology, and organizational behavior courses, this book is also an invaluable reference for compensation management consultants and organizational development specialists.

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