



Guide to Creating a Salary Administration Plan

Member Education

Guide To Creating A Salary Administration Plan

Dr. Mahender Sharma



Guide To Creating A Salary Administration Plan:

Human Resource Management Mahendra Sharma, **Human Resource Management** Dr. Mahender Sharma, **The Executive's Guide to Wage and Salary Administration** Robert Earl Sibson, 1980 **Suggested Management Guides** United States. Small Business Administration, H. Earl Sangston, 1962 **Resources in Education**, 1999 The Complete Guide to Sales Force Incentive Compensation Andris A. Zoltners, Prabhakant Sinha, Sally E. Lorimer, 2006

Designing an incentive plan to turn sales reps into sales superstars If you're like most sales leaders your incentive program is a constant challenge as you try to jumpstart sales energize a geographically dispersed and autonomous workforce and motivate salespeople to achieve ambitious revenue goals And sometimes it seems like you just don't know what works your products and markets are changing the incentive program that was so successful last year no longer produces the desired results or perhaps the generous incentive program you created has yielded a corps of highly paid salespeople who spend most of their time on existing clients and minimal time generating new business and threaten to walk away with your customer base if you scale back paychecks Incentive programs are seductively powerful but complicated instruments Without careful planning and implementation they can be too stingy to motivate too complex to understand too quick to reward mediocre results and too difficult to implement But a well designed and implemented incentive program is an essential tool for building a motivated highly effective sales force that delivers the results you need The Complete Guide to Sales Force Incentive Compensation is a practical accessible detailed roadmap to building a compensation system that gets it right by creating motivating incentives that produce positive outcomes Packed with hundreds of real life examples of what works and what doesn't this important guide helps you Understand the value of building an incentive plan that is aligned with your company's goals and culture Avoid the common trap of overusing incentives to solve too many sales management problems Measure the effectiveness of your current incentive program employing easy to use tools and metrics for pinpointing its weak spots Design a compensation plan that attracts and retains successful salespeople including guidelines for determining the correct pay level the best salary incentive mix the proper performance measures and the right performance payout relationship Select an incentive compensation plan that works for your organization then test the plan before it is launched Set territory level goals that are fair and realistic and avoid overpaying the sales force because goals are too easy or demoralizing salespeople by having goals that are too difficult or not fairly assigned Create and manage sales contests SPIFFs Special Performance Incentive for Field Force and recognition programs that consistently deliver the intended results Manage a successful transition to a new compensation plan and build efficient administration systems to support your plan Every year corporations spend 200 billion compensating their sales forces with extremely mixed results Make sure every dollar you spend is helping to achieve your goal of creating an empowered effective sales force that drives your company's success Packed with ready to use formulas and assessment tools and a wealth of insights from frontline sales managers and

executives The Complete Guide to Sales Force Incentive Compensation is your hands on easy to read playbook for crucially important decisions

The Methods and Foundations of Job Evaluation in the United States Air Force Joseph M. Madden, M. Joyce Giorgia, 1961 This report summarizes the history of job evaluation and gives a critical review of the technical literature as a background for the Air Force job evaluation plan The Air Force plan is described with the rationale for each phase A discussion of unsolved problems includes an outline of research needed to discover solutions of these problems An Appendix lists a 200 item bibliography with abstracts page iii

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Compensation Plans for Law Firms James D. Cotterman, 2004 This book features valuable data from leading legal consulting firm Altman Weil s surveys on law firm performance You can develop a compensation plan that conveys fairness simplicity and flexibility striking perfect balance within your firm

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