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in compensation and benefit design bashker d biswas shows exactly how to bring financial rigor to the crucial people decisions associated with compensation and

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a comprehensive classic principles text organized around an innovative customer value framework students learn how to create customer value target the correct market and build customer relationships

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to formulate model and evaluate their hr initiatives from a financial and business perspective drawing on his unsurpassed expertise working with hr executives he walks through each crucial financial issue associated with strategic talent management including the quantifiable links between workforces and business value the cost benefit analysis of hr and strategic financial initiatives and specific issues related to total rewards programs unlike finance books for non financial managers financial analysis for hr managers focuses entirely on core hr issues

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