

Compensation and Benefit Design: Applying Finance and Accounting Principles to Global Human Resource Management Systems, (paperback)

By Bashker D. Biswas

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In *Compensation and Benefit Design*, Bashker D. Biswas shows exactly how to bring financial rigor to crucial "people" decisions associated with compensation and benefit program development. This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs. Biswas thoroughly addresses the acquisition component of compensation, as well as issues related to general compensation, equity compensation, and pension accounting. He assesses the full financial impact of executive compensation programs and employee benefit plans, and discusses the unique issues associated with international HR systems and programs. This book contains a full chapter on HR key indicator reporting, and concludes with detailed coverage of trends in human resource accounting, and the deepening linkages between financial and HR planning. Replete with both full and "mini" case examples throughout, this book will be valuable to a wide spectrum of HR and financial professionals, with titles including compensation and benefits analysts, managers, directors, and consultants; HR specialists, accounting specialists, financial analysts, total rewards directors, controller, finance director, benefits actuaries, executive compensation consultants, corporate regulators, and labor attorneys. It also contains chapter-ending exercises and problems for use by students in HR and finance programs.

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Compensation and Benefit Design: Applying Finance and Accounting Principles to Global Human Resource Management Systems, (paperback) By Bashker D. Biswas Bibliography

- Sales Rank: #1678660 in Books
- Published on: 2015-08-28
- Original language: English
- Dimensions: 8.90" h x 1.00" w x 6.00" l, 1.16 pounds
- Binding: Paperback
- 400 pages

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Editorial Review

From the Back Cover

The definitive HR professional's guide to designing highly effective compensation and benefit programs

• Best-fit practices and financial/accounting techniques for aligning compensation and benefits with corporate objectives

• How to quantify and optimize the business value of compensation and benefits programs

• Key concepts explained with various examples

This guide will help HR professionals bring true financial and accounting discipline to compensation and benefit design, tightly align talent management to strategy, and quantify program performance in the language of finance.

Leading educator and consultant Bashker D. Biswas brings together information that is rarely presented coherently, and almost never presented in non-financial texts. He thoroughly explains best-fit practices for superior program design, demystifies relevant financial and accounting concepts, and illuminates key connections between HR program development and GAAP/IFRS accounting requirements.

This guide's far-reaching coverage ranges from integrating compensation and benefits into Balanced Scorecards to managing expatriate compensation. Biswas reveals the true financial implications of every element of modern compensation and benefit programs, from base salaries to stock incentives, from sales compensation to healthcare cost containment. Perhaps most important of all, he helps you systematically measure the value of your investments—so you can both prove and improve your performance.

About the Author

Bashker "Bob" Biswas, Ph.D., is the Principal of the Biswas Group Inc., a Global Management Consultancy. Dr. Biswas concurrently holds the position of Visiting Professor at Keller School of Management at DeVry University in Sacramento, California.
Dr. Biswas has over 40 years experience in Total Rewards Management; Finance; Accounting; Executive Compensation; Base, Incentive, Sales and Equity Compensation; Human Resource Strategy; Human Resource Information Systems; International Human Resources; and International Compensation.
The companies he has worked for are Control Data, Bechtel, Memorex, Maxtor, Hitachi Data Systems and BioGenex, and Zain. Dr. Biswas has held positions at the Director level and above since 1982. At Maxtor and BioGenex he was a Vice President. While at Memorex and Zain, he worked out of London and the Middle East/Africa respectively. He has traveled to over 30 countries on variouscompensation and benefits related projects.
During his tenure in the Middle East, Dr. Biswas conducted Total Rewards and Global Human Resource Management Seminars throughout the Middle East and Africa. He was a leading instructor in the Zain Human Resource Management Academy.

In addition, he has held consulting positions at Skopos Corporation, a venture investment backed HRIS start-up cofounded by Dr. Biswas in 1983, at Coopers & Lybrand, and at PricewaterhouseCoopers. At Coopers & Lybrand, he was a Director of Human Resource Consulting in the San Francisco office and National High-tech Leader for Human Resource Consulting. Dr. Biswas was also responsible for the firm's National Software Industry Compensation Survey. In total he has provided Compensation Consulting to over 40 companies.
Dr. Biswas has taught at various universities as an adjunct faculty member since 1984. He has authored and coauthored articles in Human Resource Management. Dr. Biswas also has presented at WorldatWork's National Conference and briefly taught in their Certification Program.
Dr. Biswas holds a B.A., M.B.A., and Ph.D., and a post-graduate diploma in Industrial Relations.
He has been a member of WorldatWork (American Compensation Association) since 1972.

Users Review

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Jenny Davis:

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