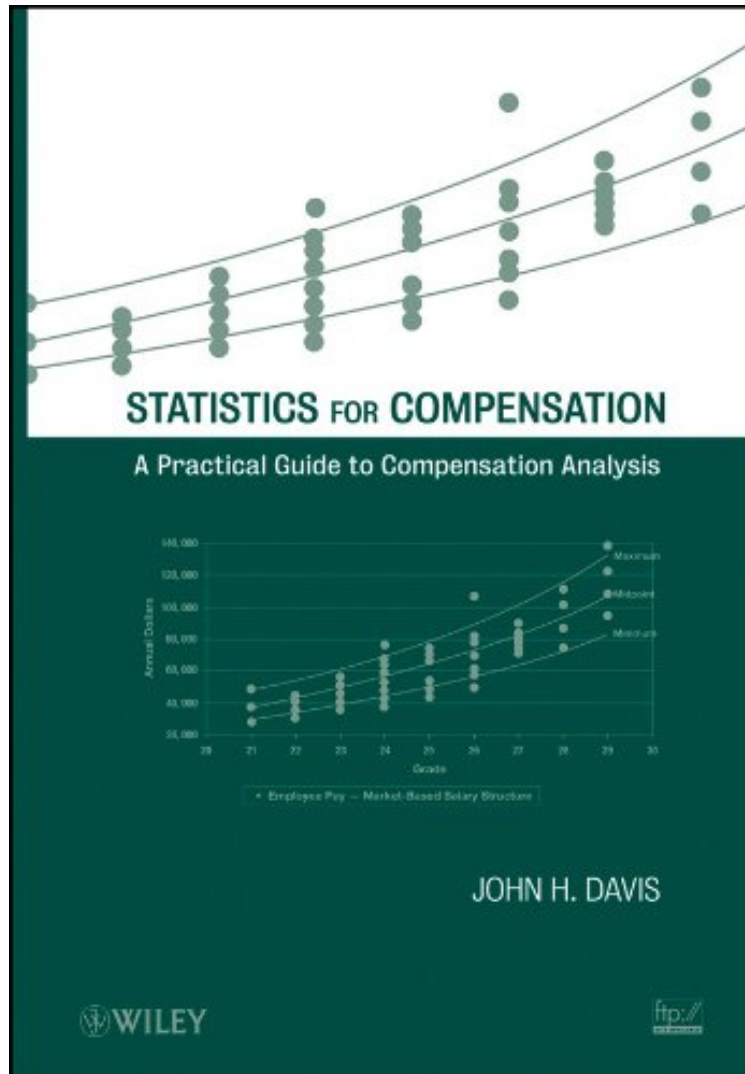


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# Statistics for Compensation: A Practical Guide to Compensation Analysis

John H. Davis

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**John H. Davis : Statistics for Compensation: A Practical Guide to Compensation Analysis** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Statistics for Compensation: A Practical Guide to Compensation Analysis:

3 of 3 people found the following review helpful. Excellent guide in comp statistics By Anna Abgaryan I obtained this book about 2 year ago and couldn't be happy enough for availing it. Since then it's been my desk reference. I am a compensation practitioner and as such have known many of the statistical measures and tools described, but the interpretation of the results that I knew was very superficial. The author helps reveal the underlying meaning behind

every measure or result depending on the context and perspective. In our complex compensation world the solid understanding of measures and their correct application has tremendous importance for correct decision making. The book equips with that kind of insights and confidence. I am not a statistician, but the book is written in such a crispy clear and logical way that getting the point is easy even for professionals with non mathematical background. The examples are real life, very practical, models are ready to use, all that we need in our day to day work lives. The absolute "wow" moment for me was the multiple linear regression part - building the model with in depth analysis at every step - added incredible value to my knowledge and practice. My overall rating is excellent, useful guide from very first page to last. 0 of 0 people found the following review helpful. Fun, easy to read and applicable. By benjamin This book applies your college stats course material to only the compensation field. It is highly recommended for anyone new to the Compensation field that is looking to sharpen their stats knowledge. 1 of 1 people found the following review helpful. Solid. By Magic Mike Probably the best book on statistics that uses compensation as its basis for data analysis and examples. Solid material for the HR pro looking to beef up stats.

An insightful, hands-on focus on the statistical methods used by compensation and human resources professionals in their everyday work. Across various industries, compensation professionals work to organize and analyze aspects of employment that deal with elements of pay, such as deciding base salary, bonus, and commission provided by an employer to its employees for work performed. Acknowledging the numerous quantitative analyses of data that are a part of this everyday work, *Statistics for Compensation* provides a comprehensive guide to the key statistical tools and techniques needed to perform those analyses and to help organizations make fully informed compensation decisions. This self-contained book is the first of its kind to explore the use of various quantitative methods—from basic notions about percents to multiple linear regression—that are used in the management, design, and implementation of powerful compensation strategies. Drawing upon his extensive experience as a consultant, practitioner, and teacher of both statistics and compensation, the author focuses on the usefulness of the techniques and their immediate application to everyday compensation work, thoroughly explaining major areas such as: Frequency distributions and histograms Measures of location and variability Model building Linear models Exponential curve models Maturity curve models Power models Market models and salary survey analysis Linear and exponential integrated market models Job pricing market models Throughout the book, rigorous definitions and step-by-step procedures clearly explain and demonstrate how to apply the presented statistical techniques. Each chapter concludes with a set of exercises, and various case studies showcase the topic's real-world relevance. The book also features an extensive glossary of key statistical terms and an appendix with technical details. Data for the examples and practice problems are available in the book and on a related FTP site. *Statistics for Compensation* is an excellent reference for compensation professionals, human resources professionals, and other practitioners responsible for any aspect of base pay, incentive pay, sales compensation, and executive compensation in their organizations. It can also serve as a supplement for compensation courses at the upper-undergraduate and graduate levels.

“As an experienced compensation manager for a publicly traded Fortune 500 company, I have found this book to be an all-inclusive, highly useful and informative desk reference. It certainly has been extremely valuable in helping me to contribute to successful strategic decisions at my company.” (Workspan, 1 January 2013) “The book can serve as a text for students specializing in compensation or human resources, or as a reference for practitioners. He provides worked examples throughout.” (Booknews, 1 June 2011) From the Back Cover An insightful, hands-on focus on the statistical methods used by compensation and human resources professionals in their everyday work. Across various industries, compensation professionals work to organize and analyze aspects of employment that deal with elements of pay, such as deciding base salary, bonus, and commission provided by an employer to its employees for work performed. Acknowledging the numerous quantitative analyses of data that are a part of this everyday work, *Statistics for Compensation* provides a comprehensive guide to the key statistical tools and techniques needed to perform those analyses and to help organizations make fully informed compensation decisions. This self-contained book is the first of its kind to explore the use of various quantitative methods—from basic notions about percents to multiple linear regression—that are used in the management, design, and implementation of powerful compensation strategies. Drawing upon his extensive experience as a consultant, practitioner, and teacher of both statistics and compensation, the author focuses on the usefulness of the techniques and their immediate application to everyday compensation work, thoroughly explaining major areas such as: Frequency distributions and histograms Measures of location and variability Model building Linear models Exponential curve models Maturity curve models Power models Market models and salary survey analysis Linear and exponential integrated market models Job pricing market models Throughout the book, rigorous definitions and step-by-step procedures clearly explain and demonstrate how to apply the presented statistical techniques. Each chapter concludes with a set of exercises, and various case studies showcase the topic's real-world relevance. The book also features an extensive glossary of key statistical terms and an appendix with technical details. Data for the examples and practice problems are available in the book and on a related FTP site. *Statistics for Compensation* is an excellent

reference for compensation professionals, human resources professionals, and other practitioners responsible for any aspect of base pay, incentive pay, sales compensation, and executive compensation in their organizations. It can also serve as a supplement for compensation courses at the upper-undergraduate and graduate levels.

About the Author JOHN H. DAVIS, PhD, is a Certified Compensation Professional and President of Davis Consulting, where he has consulted on salary surveys, statistics, base pay programs, incentive programs, and performance management programs for numerous Fortune 1000-size organizations. He has taught undergraduate and graduate statistics courses and, for the past three decades, has taught thousands of compensation and human resources professionals statistics and its application to common problems in their fields.