



## Remuneration Systems-Rewards Employees Seek

By Lsom

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INTRODUCTION We have seen from the 2008/2009 crisis that the more the executives receive, the more they want. The adage the sky is the limit does not appear to apply to the growing ranks of people who keep wanting more. For Organizations, how much to pay has always been a difficult task because they must have salary systems which must be equitable and their salary administration policies and practices are fairly administered. They exist to make a profit and be good corporate citizens. Yet! They must retain talent.but at what price? The Obama Administration in the U.S.A. has attempted to place a lid on the maximum salaries (including bonuses) payable but we continue to read in the media of the resistance to this. Why? The answer is because if we do not reward them well, they will leave for greener pastures. Employees want to be rewarded for their work; if they work harder, they want to be paid more. How much is sufficiently attractive to retain good/talented employees is a difficult task because the question of...



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