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Commonwealth Shipping Committee

**Statistics for Compensation** John H. Davis, 2011-08-24 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.

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and the Perron-Frobenius Theorem. Detailed examples and visualizing graphs are presented for applications of various mathematical methods.

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## Table of Contents 81385

### 1. Understanding the eBook 81385

- The Rise of Digital Reading 81385

- Advantages of eBooks Over Traditional Books
- 2. Identifying 81385
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an 81385
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from 81385
  - Personalized Recommendations
  - 81385 User Reviews and Ratings
  - 81385 and Bestseller Lists
- 5. Accessing 81385 Free and Paid eBooks
  - 81385 Public Domain eBooks
  - 81385 eBook Subscription Services
  - 81385 Budget-Friendly Options
- 6. Navigating 81385 eBook Formats
  - ePub, PDF, MOBI, and More
  - 81385 Compatibility with Devices
  - 81385 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of 81385
  - Highlighting and Note-Taking 81385
  - Interactive Elements 81385
- 8. Staying Engaged with 81385
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers 81385

- 9. Balancing eBooks and Physical Books 81385
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection 81385
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine 81385
  - Setting Reading Goals 81385
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of 81385
  - Fact-Checking eBook Content of 81385
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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