



Remuneration and Talent Management: Strategic compensation approaches for attracting, retaining and engaging talent

Mark Bussin

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Dr Mark Bussin together with world-class experts who are thought leaders and highly regarded by their peers and clients answered the question – “Who can say they find it easy to attract top talent, and once they are in the organisation, pay them fairly, and are able to retain them relatively easily?”

The global pool of highly skilled employees is in great demand, and those with both critical skills and experience come at a hefty price. The million dollar question is whether money alone is enough to secure the best talent in the market.

This is a practical and informative book for managing the tension between talent and remuneration in organisations.

Contents include:

- The Context to Remuneration: Strategy, Organisation Design, Leadership and Talent Management
- Components of an Integrated Talent Management Strategy
- Talent Retention – Customising Retention Strategies: A Case Study
- How to Identify Talent
- Integrated Talent Management – Practical Ideas, Tools and Tips
- Engaging Talent
- The Employee Value Proposition (EVP) and Talent
- Rewarding Talent
- Talent Management and Variable Pay
- Long-term Incentives
- Attracting, Retaining and Leveraging Generation Y Talent
- Rewarding the Talent at the Top
- I am Talent – Empowering the Individual to Manage His/Her Own Career
- Securing Talent: The Role of the Contract of Employment and Restraints of Trade
- Remuneration as a Talent Investment Strategy – Increasing the Value of your Talent Portfolio

Reviews

“Mark once again accomplishes what few authors do – writing in an accessible way. A must-read for HR practitioners, consultants, students and academics in understanding the mechanics of remuneration and talent management in the South African context.”

— Professor Anita Bosch, Lead researcher: Women in the Workplace Research Programme, Department of Industrial Psychology and People Management, Faculty of Management, University of Johannesburg

“This book navigates the reader practically through the labyrinth of reward and talent. It unpacks the crucial elements of reward and talent and exposes alignment considerations that will enable the practitioner to

establish an employee value proposition with strategic significance.” — Michelle Pirie, Group CHRO, Econet Wireless

“This book truly explores and explains the very critical and often-asked question about how to manage remuneration and talent within an organisation. It answers that question and more!” — Willem Verwey, Head: Remuneration and Benefits, Anglo American Platinum

About the Author

Dr Mark Bussin consistently contributes to the development of a host of human resource managers in the remuneration and talent management field in Africa via his corporate and consulting experience, wise counsel, writings, and hundreds of lectures, TV and radio interviews. He has developed a generation of remuneration and talent experts, helped define the field of practice, and made a significant contribution to the national level of excellence in these fields.

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