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employees in the organization According to Milkovich and Newman (2008), employee benefits are that part of the total compensation package, other than pay for the time worked, provided by the employers payments to employees in whole or in part Employee benefits can be divided into monetary and non-monetary compensation

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choose compensation system designs that differ in their effectiveness for attaining similar goals Little is known, however, about the extent, nature, determinants, and performance implications of differences in compensation system designs (Ehrenberg & Milkovich, 1987) Our study provides evidence on those issues by examining both the

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compensation choices are: •objectives, •internal alignment, •external competitiveness, •employee contributions, and •management These decisions, taken together, becomes the compensation strategy Stated strategies are written compensation strategies ...