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dimensions of compensation and summarize some of the key theories used to explain the consequences of different compensation decisions. A discussion of pay determinants can be found in Gerhart and Milkovich (1990, 1992). STRATEGIC PAY DIMENSIONS Pay practices vary significantly across employing units and to some degree, across jobs. We discuss the form, level, structure, mix, and administration of payment systems (Gerhart &

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Milkovich received a career contribution award from WorldatWork (formerly American Compensation Association) in 2000. COMPENSATION examines the strategic choices in managing total compensation. The total compensation model introduced in chapter one serves as an integrating framework throughout the book.

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