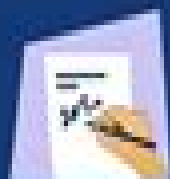


How to establish salary scales



1. Write a detailed job description to determine level of responsibility



2. Research wages for similar jobs & experience levels



3. Determine the minimum & maximum you'll pay a new hire



4. Consider the types of compensation you can offer beyond salary



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Expatriate Compensation Mark Bussin, 2015-02-28 Working in the field of expatriate compensation is extremely complex. Designing and administering appropriate pay levels and rewards for a globally mobile workforce present multi-faceted difficulties and challenges for all organisations and international consultants. Not only must we deal with the technical exercise of calculating and equating quality of life standards for mobile employees but we must also address the psychological issues of transferring employees from one culture to another, sometimes vastly different one. There is a lot at stake here from an organisational productivity and cost perspective all the way through to employee performance and motivation. Without question, successfully addressing and resolving all of the quantitative and qualitative issues and concerns with mobility are what separates premier global human resources professionals from the average players. Dr Bussin's latest book *Expatriate Compensation* is an aggregation of his extensive experiences working in the field. He and his cadre of expert authors comprehensively cover every aspect of dealing successfully with international assignments and the mobile employee from the reasons to go global to setting appropriate market-based pay rates, tax implications, recognising and rewarding performance and dealing with employee motivational issues. Moreover, Dr Bussin has the gift of taking this very complex subject matter and distilling it so that it can be easily understood and absorbed. Indeed, all of the information in the book is presented in a practical, straightforward and real-world manner. The contents include: Expatriate assignment approaches, Fringe benefits, Career management of expatriates, Job pricing, Expatriate reward models, Cost of living data, expatriator and calculations, Taxation and the expatriate, Performance management, How to retain Your expatriates, Trendsetting solutions in an increasingly mobile world, Repatriation and reintegration, Expatriate management systems, Critical success factors. Dr Bussin is the chairperson of 21st Century Pay Solutions, a board member, Remuneration Committee chair and audit committee member of several large organisations. He has held Global Reward positions in several multinational organisations. Mark holds a Doctorate of Commerce and supervises MBA Masters and PhD students doing their research and theses. He is the author of four books and over 300 popular articles.

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