



Administração de Cargos e Salários (Portuguese Edition)

Luiz Paschoal

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Esta obra é fonte de consulta para desenvolvimento e implantação de Planos de Cargos e Salários, para o trato da questão salarial no dia-a-dia e apoio em cursos de formação, especialização e complementação. Esta terceira edição traz um livro totalmente revisado e melhorado a partir das necessidades evidenciadas nos trabalhos de consultoria do autor, que aborda todo o tema da remuneração, em seus aspectos teóricos e práticos, enfocando três grandes áreas: A visão geral da administração da remuneração, os novos caminhos na gestão da remuneração e a estatística aplicada. Na primeira parte, o leitor é introduzido na questão da remuneração e depois passa a estudar mais a fundo cada um dos seus componentes fundamentais. Na segunda parte aborda, inicialmente, as metodologias que estão se consolidando nas organizações: remuneração variável e remuneração por habilidade e competências. Na sequência, é apresentada, em detalhes, metodologia desenvolvida pelo autor e que vem sendo aplicada em dezenas de projetos. A terceira parte explica toda a estatística habitualmente empregada na administração da remuneração, em linguagem de usuário para usuário, evitando as complicações da abordagem acadêmico-científica.

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