

Flexible Compensation System as Formulation of Career Strategy

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Abstract

Generally, flexible compensation system behavior in organizations regarded as a tool for organizations' growth and profitability, strategic innovation, organizational and customer-oriented changes. This article attempts to explain the career plan strategy by patterns of thinking. The importance of strategic, long-term policy and career plan strategy is very clear to planners. Career managers like to follow a similar and routine career behavioral pattern. Career plan strategy, normally taken, as a part of career planning, therefore also tends to run in cycles of around last years. Implementing compensation organization can give a competitive advantage and help foster goodwill toward flexible compensation system approach. Studies on corporate organizational career have possessed an increasing growth. The rise of intense competition among the domestic and global markets has revealed the crucial role of organizational career in actualization and maintenance of competitive privilege development in the career organizations. The importance and growth of the products and services reviewed that it is expanding globally.

Key words: organizational career, career plan, flexible compensation system, compensation organization, learning organization, flexible compensation system approach

1. Introduction

The percentage of growth of the different compensation organization al criteria in the products and services as learning organization expectations is continuing to increase as the compensation organization base. Furthermore, researchers believe that the primary objective of the corporate organizational career is creation of dynamism, competitive structure and culture (Ergun et al., 2004). With the rise in the standard of living, resulting from increased compensation organization al productivity changes in the needs and demands of the population. Flexible compensation system approach has been widely used to translate learning organization expectation to a products and services technical attributes. Products and services have emerged as the fastest growing component of international trade. During the last decade, theoretical and empirical researches have indicated that organizational career as a process occurs in various sites and situations, and it should not viewed from only economic-profit perspective. Individual organizational career in organizations' context includes the actions of key actors at every level for creating value in the organization.

Correctly rating the importance of every learning organization expectation is essential to the flexible compensation system process because it will largely affect the final target value of a products and services technical attributes. This paper proposes a learning organization expectations method that considers compensation organization s information. In today's compensation organization al environment, there are usually several products and services to fulfill certain functions.

2. Career success

The success of a products and services depends not only on whether it meets the learning organization expectations, but also on how it compares with other compensation organization s products and services. Career success is about lucrative financial gains or about building something for compensation organization. It is about making a difference in compensation organization al community, or creating the very best product or service on the market or simply doing something compensation organization love to do. Most likely, compensation organization will quantify success in many ways. It is not difficult to envision what career formulation of organizations want out of their career, but how will you get there. The key to compensation organization al success is having a career plan in place. Whether compensation organization is about to launch a start-up or compensation organization have been in career for years, compensation organization al career'

direction guided by compensation organization al career plan. To begin the planning process, compensation organization need to do some critical analysis; career planning is about realistically forecasting where your career is going. Therefore, the design management in the products and services is becoming increasingly important and this importance will continue to grow over this century. In order to be able to do this successfully, the products and services compensation organization has to view its career and its customer relationships from a products and services quality improvement perspective. There are always relationships between a products and services and its learning organization expectations. The key issue is whether the firm wants to make use of these relationships in the way it manages learning organization expectations or not, and whether a given learning organization wants to be an actively managed relationship with the products and services provider, or not. In this paper, the importance and growth of the products and services sector reviewed. The products and services are expanding globally. The percentage of growth of the different economic criteria in the products and services is continuing to increase as the manufacturing base declines. Therefore, design management in the products and services is becoming increasingly important and this importance will continue to grow over this century.

Compensation organization s are facing fundamental issues such as how to design and implement an effective quality service delivery system, which will help to establish and to retain global market share. Much of the published work on quality focuses on manufactured products and services, but managers are paying more attention to emphasizing quality in services. The reason is the general perception that products and services quality is not good.

3. Career formulation system

Career formulation of organizations are facing fundamental issues such as how to design and implement an effective quality service delivery system, which will help to establish and to retain global market share. Much of the published work on quality focuses on manufactured products and services, but managers are paying more attention to emphasizing quality in services. Making a difference in compensation organization or creating the very best product or service on the market or simply doing something loves to do. Most likely, compensation organization will quantify success in many ways. It is not difficult to envision what you want out of compensation organization al career, but how will compensation organization get there. While the definition of what constitutes an compensation organization varies, it generally based on the number of employees and products and services turnover. In practice, compensation organization usually characterized by simple compensation organization al structures, which facilitate rapid decision-making and often display, a high degree of innovation. The management techniques and operating structures employed are one way of identifying the maturity of the compensation organization (Bridge, S. O'Neill, K and Cormier S, 2002, 651). Therefore, compensation organization al capability relies in particular on coaching management skills, which rely on emotional intelligence and emphasis one-to-one, dialoguing, subordinate empowerment and mutually agreed targeting.

4. Flexible compensation system

When there are cross effects between innate flexible compensation system and flexible compensation system management, the variance of career will also increase with flexible compensation system tenure in absence of learning. Several papers (Murphy,1986,365;Foster and Rosenzweig,1993,37;Baker et al,1994,58;Poppo and Weigelt,2000,391) report a positive association between variance of career and flexible compensation system tenure and explain it as a consequence of learning. However, this evidence can explained one from learning theory and the

other from the interaction between innate and acquired abilities. Other tests (Farber and Gibbons, 1996, 264; Altonji and Pierret, 2001, 62; Bauer and Haisken, 2001, 341) conducted with panel data are subject to the same doubts about the true causes behind their empirical evidence. In addition, it could happen that the proxies used for innate abilities can correlated with unobserved investments in on the flexible compensation system training by workers or with other proxies of innate abilities used by employers when the flexible compensation system management is hired. Anyhow tactical actions steps for coupling quality with learning organization or service receivers recovering satisfaction are as follows:

1) Flexible compensation system support: Total flexible compensation system efforts must begin at the very top and begin with the board of directors.

- Flexible compensation system plan: The answers to these and other questions will provide valuable insights into the existing corporate culture and indicate the compensation readiness for adopting flexible compensation system.

2) Flexible compensation system mission: Develop a vision or mission statement if the compensation organization does not have one already. The key to the initial adoption of flexible compensation system is continuous communication of the vision within a comprehensive communication plan.

3) Flexible compensation system principles: Coaching in the compensation organization setting provides a key component in the transformational processes towards value-driven management. Through its support for and focus on individual performance, it aims at achieving corporate compensation. Senior managers need coaching as the new theorists in coaching argue; coaching empowers individuals to achieve their inherent potential.

4) Flexible compensation system coaching: Coaching makes sense as investment only if it improves the performance not only of the individual, but the compensation organization as well. In this sense, the word strategic becomes important. As a high-leverage intervention, the impact of a coach on a few key individuals can drive through massive changes in a corporate setting. Compensation organization's with successful quality cultures start by training and educating senior management, followed by all employees that the establishment of quality teams is a top priority.

5) Flexible compensation system committee: Employees, suppliers and competitors have a stake and essential ingredient for success is a senior quality committee, which provides leadership in quality and stimulates cultural change.

Clearly, the management of compensation organization s seeking world class status would appear to be faced with a far more complex task than was the case previously (Feghhi farahmand, 2004, 169). One of the main reasons for the inappropriate use of advanced compensation organization s technologies and techniques in many compensation organization s arises from an inadequate understanding of their production and operation problems and the integrated nature of modern technology. All too often, technological solutions are imposed which necessitate the compensation organization to engage in compensation organization al metamorphosis to effectively employ them (Bolton, B and Thompson J, 2003, 111). These can often produce sub optimal results. Ideally, the reverse process should occur, where the compensation organization progresses from a detailed understanding of its problems, which ensures that a particular technology or technique is adapted to meet the needs of the compensation organization (Curran, J. and Blackburn, R, 2002, 117). This process of adaptation should also take into account the production and operation, size and workforce. Compensation organization needs to frame in terms of the needs of the compensation organization rather than the other way round.

However, techniques of compensation organization can related in part to the growing influence of the compensation organization s philosophies. In recent years, it has expanded most notably to include simultaneous engineering, benchmarking and increasing emphasis on issues relating to compensation organization strategy.

5. Career plan strategy

The predictions flexible compensation system could also explained by the hypothesis of cross effects between innate and acquired ability together with the additional assumption that the periodical increase in abilities from work experience. It is a decreasing function of formulation of career strategy because, for example, on the career plan training decreases as a worker gets older. If this were the case, career organization would get another empirical prediction. Therefore, flexible compensation system management find a possible alternative explanation for flexible compensation system main predictions of learning theory that can be empirically tested by models of between career dispersion. For many compensation organizations, becoming compensation does not always mean implementing the most advanced technologies; instead, its competitiveness may arise from the flexibility and skills of its workforce, or a unique market niche and compensation organization strategy (Shemwell, D, 1998, 158). A useful framework for analyzing the deficiencies of the compensation organization s operations is to identify gaps in the production and operation that lead to inefficiencies and compare these to its own model of what constitutes world class in its field. By applying an iterative process and identifying gaps in its performance, the compensation organization can assess the suitability of potential solutions at a level appropriate to the requirements and resources of an compensation organization.

6. Career operation

The empirical results that the assignment of a manager to a particular flexible compensation system reveals the information employers have about the flexible compensation system management hidden ability at the time of the assignment. The fact that learning continues after the assignment suggests that the assignment made with imperfect information. If promotions based on the estimated flexible compensation system ability of the individual managers, workers assigned to a given hierarchical level at the same moment in time will have similar expected abilities, albeit assessed with different levels of precision. Consistent with flexible compensation system and learning models, there will be less to learn in the future for those workers whose ability has better assessed at the time of promotion. The operational concept based on customer satisfaction, where the operation of quality management system is customer-oriented and aims at improving of:

- Customer satisfaction by learning organization' needs and expectations;
- Clear management responsibility by communication,
- Resource management for product realization process,
- Structure of measuring for monitoring customer satisfaction

All above-mentioned principles proposed based on overall performance of the flexible compensation system and requires enterprises evaluate performance from the perspective of learning organization. For this reason, career plan strategy give a overview of compensation organization al career where compensation organization have been, where you are now, and where compensation organization is going in the future. The purpose of compensation organizational career with description of compensation organizational products and services in career legal structure, compensation organizational industry by achievements and competitive advantage and compensation organizational career model for growth timeline

7. Career level

The information collected from sample of middle and top managers from each career organizations through face-to-face, consultant sessions, interview, mail and e-mail about the characteristics of the organizations. The central mission of compensation organization s activities under the enlightenment model is to raise the career level of the compensation organization. The starting point in the career plan strategy is the assumption of career. The corporate organizational career may considered as a system, which enables individuals to employ the creative processes that offer them opportunity to apply or invent the technologies that can be purposeful and planned in terms of the innovative activities' level (Echols & Neck, 1998). The corporate organizational career is a process that creates products and services or innovative processes by establishing the entrepreneurial culture in an organization (Fry, 1993). As a part of successful organizations, the corporate organizational career is associated with the large organizations' growth. Additionally, it viewed as a good predictor of the small firms' progress in hostile environments. Organizational career involves uncommon events and recognition of entrepreneurial firms. The characteristics of corporate organizational career are new-business-venturing, innovativeness of products/services, innovation in the process, self-renewal, risk taking, proactive ness, and competitive privileges (Antoncic & Hisrich, 2004). The characteristics were such as size and industry; about personal characteristics of managers, such as age, formal education, years in the current flexible compensation system; and about flexible compensation system positions, such as hierarchical level and functional area. The formal education and experience improve the information available to organizations about managers' ability and that there will be better matching between employees' abilities and flexible compensation system over time. Conditional career dispersion increases with formal education and work experience when the career equation does not control for flexible compensation system positions. Furthermore, this conditional career dispersion is greater for those managers who, controlling for age, have more years of education that this result interpreted because of the signaling properties of education (Harris and Holmstrom, 1982, 146) and education could used to signal innate ability (Spence, 1976, 82). Career organizations should expect higher career dispersion for more educated workers if higher education is a more effective way of signaling hidden abilities than work experience. Otherwise, flexible compensation system management would prefer to take a flexible compensation system earlier on in life so that employers could learn about their hidden abilities from work experience. Further, in depth work needed to sort out these alternative explanations of the empirical evidence.

8. Flexible compensation system principles

All managers within a hierarchical position will have an estimated ability at the time of promoted to the flexible compensation system equal to that demanded for that position. Miller and Frizen (1982) and Kandwalla (1977) made use of risk taking, proactive ness, and innovation for the purpose of conceptualization and organizational career measurement. In the most of other research studies, corporate organizational career has introduced as concept embracing proactive ness, risk taking, innovation, and competitive aggressiveness (Aktan and Bulut, 2008). As career variation increases with flexible compensation system tenure (Murphy, 1986, 75; Baker et al., 1994, 115), but the multivariate analysis of the error variance also led us to verify that, it decreases with formal education and work experience prior to the current flexible compensation system. These results cannot be explained by conventional human capital models and provide a more robust test of learning. These components increase the performance of firms, the correspondence between

organization and environment, and the speed of strategic reaction to environmental changes. There are, however, other possible explanations for the results highlighted in the theory section, which come from flexible compensation system theory. For example, it may be that the return on investment in flexible compensation system training decreases over time in situations where innate ability and acquired human capital interact in determining the workers' productivity. In that case, career dispersion expected to increase per additional year of flexible compensation system at a lower rate than per year of general experience. However, estimated ability at the time of promotion may vary in terms of precision if hidden ability garnered from the information available about each manager and this information varies between him and her. Learning will continue in the new flexible compensation system, but the information content of this learning expected to be lower for managers who started the flexible compensation system with more precision in their estimated abilities. This implies that conditional career variance within the flexible compensation system will increase with flexible compensation system tenure learning continues, and career variance precision will be lower or higher for managers with a more formal education and more work experience at the time of the promotion, because there is more information available to estimate their ability. To begin the planning process, compensation organization will need to do some critical analysis; career planning is about realistically forecasting where compensation organization al career is going. For this reason, flexible compensation system principles are as follows:

- Optimal utilization of career plan is advancing at a very fast pace, and obsolescence of physical career infrastructure of skills and competence, take place rapidly.
- Strengthening of career plan as a major initiative to modernize the infrastructure in organization will be undertaken.
- Mechanisms for career plan for setting up of more efficient funding mechanisms examined, either by creating new structures or by strengthening or restructuring the existing ones, for promotion of basic research in career plan.
- Personnel of career plan as career technologists, while being large in absolute numbers is not commensurate with the requirements in career and when measured on a per capita basis.
- Technology development of career plan as a strong base of career plan provides a crucial foundation.
- Intensive of career plan engineering that launched to develop innovative career plan and to increase compensation organization al share in high-tech products or services. Simultaneously, efforts made to strengthen traditional industry to meet the new requirements of competition with appropriate career plan.
- Knowledge of career plan would be further developed and harnessed for the purpose of career generation.
- Management of career plan has an important role in any general strategy to address the problems of management of the impacts of natural hazards.

There is evidence in the data that flexible compensation system tenure is higher for lower hierarchical positions than for higher ones. Flexible compensation system management is associated with lower estimated innate ability, because those managers whose ability believed to be higher promoted faster to higher hierarchical positions.

9. Compensation system management

The introduction of flexible compensation system management to explain differences in managerial career could make the information about the characteristics of the manager irrelevant in determining career. After all, holding a particular flexible compensation system position implies having the

ability required for the flexible compensation system management. Controlling for flexible compensation system management substantially reduces the effects of education and general work experience on career. Although flexible compensation system management and differences in compensation organization cannot ruled out as potential explanations, the insurance effects predicted by the learning models (Harris and Holmstrom, 1982, 251) may be an alternative explanation for the observed positive effect of experience and education in career after controlling for compensation organization. Another important result is that, controlling for flexible compensation system management, the effect of flexible compensation system tenure on career becomes statistically significant and positive. Flexible compensation system managers acquire specific human capital with on the flexible compensation system management (Topel, 1991, 109), which can only properly evaluated when flexible compensation system management incorporated into the model. Promotion to a higher hierarchical position may be the result of an optimal assignment of abilities to flexible compensation system management or the consequence (Lazear and Rosen, 1981) of the incentives established by the organizations, as in tournament models. The observed convexity between hierarchical position and career, together with the fact that flexible compensation system management has more explanatory power for differences in career than do flexible compensation system variables interpreted as evidence of tournament-type explanations for the career differences between hierarchical positions.

10. Flexible compensation system approach

The survival in the market is the outcome of these three phenomena, which can be used exchange ably. Organizational career accompanies venturous innovation while people are escaping from its risk. Innovativeness is the step of technology development process. A flexible compensation system manager is a person who takes all the three steps simultaneously, whereas a successful flexible compensation system manager is the one who does the stages to gain the title of flexible compensation system manager. Innovativeness is an environmental requirement in the field of organizational career, which refers to the capability of a corporation for creation of a new product and successful launch of it to the market (Avlonitis and Salavou, 2007). Striving for innovativeness brings about a lasting value which is part of the career' nature (Ergün et al, 2004:260). The concept of innovative products has attracted the attention of some experts and researchers (Avlonitis and Salavou, 2007: 567). Deshpande et al (1993) consider innovativeness as one of the essential competitive instruments for achieving success and long-term survival of career organizations.

The increase of attention to innovativeness can be a key factor in the success of enduring competitive privilege of career organizations. By coupling quality with customer recovering satisfaction, a few tactical actions as follow can make the challenge simpler and provide leadership (Johnson, M.D.and Gustafsson, A, 2000, 288):

- Flexible compensation system obtain support from the board of directors for prepare an action plan,
- Flexible compensation system mission statement for establishes top-level quality committee,
- Customer satisfaction survey by incorporate flexible compensation system performance

In the current literature, some existing methods incorporate compensation organization information to prioritize learning organization expectation s that they are as follows:

Flexible compensation approach has been widely used as a multi functional design tool to translate learning organization expectations to a products and services technical attributes. Thus, flexible compensation system approach used to help design teams to develop products and services with higher quality to meet or surpass learning organization expectations. Correctly rating the

importance of every learning organization expectation is essential to the flexible compensation system approach because it will largely affect the final target value of a products and services technical attributes. Traditionally, capturing learning organization expectations involves three steps in flexible compensation system approach:

- Identifying learning organization expectations,
- Structuring learning organization expectations,
- Determine of the importance weight for the individual learning organization expectations.

Therefore, it is important to integrate compensation organization analysis into products and services design and development. Then, the ranking of learning organization expectations for the allocation of development resources should based also on compensation organization analysis.

The relative importance rating obtained from the traditional rating methods, such as learning organization expectations survey, expert opinion, analytic hierarchy process method. The present point method is very straightforward, and there are many papers discussing it in flexible compensation system approach (Cohen, 1995, 112; Robertshaw, 1995, 331). Nevertheless, this explanation ignores possible differences in productivity between hierarchical levels due differences in information about innate ability not captured by such observable variables as education and experience. Analytic hierarchy process proposed used in rating learning organization expectations and the sensitivity (Akao, 1990, 341; Armacost et al., 1994, 187; Aswad, 1989, 95; Karsak et al., 2002, 75) of the learning organization voice in flexible compensation system approach analyzed (Xie, Goh, and Wang, 1998, 289). However, learning organization opinions are often vague and contain ambiguity and multiple meanings (Fung et al., 1998, 322; Khoo and Ho, 1996, 95). From the learning organization perspective, all methods have the same characteristics that coordinated with the basic spirit of flexible compensation system approach, learning organization driven design. However, in today's, several products and services can satisfy the learning organization that simply meeting learning organization expectations cannot guarantee a successful products and services. Compensation organizations must consider their positions to make sure that their products and services would not lag behind other compensation organizations products and services.

11. Flexible compensation system as formulation of career strategy

Flexible compensation system managers promoted to higher flexible compensation system management for compensation organization, but these increases are lower than the differences in average career between levels (Baker et al., 1994, 307). Managers who have held their positions for a longer period will have acquired more flexible compensation system approach, and on the flexible compensation system acquisition increases with the innate ability of the managers (Gibbons and Waldman, 1999, 155). If managers who need less work experience to reach their current hierarchical position are, also those with higher innate abilities the marginal return from one year of flexible compensation system tenure should decrease with the age of the manager. The marginal return of flexible compensation system management tenure decreases with the age of the manager, but cannot rule out the alternative explanation that investment in on the flexible compensation system decreases, as managers get older.

Flexible compensation system is definable at least from two perspectives;

- 1) What the career organizations intends to do? From this perspective, career is a comprehensive plan for achieving an organization's objectives and performing its own mission, with the underlying theory that the strategy should formulated in the framework of a process.

2) What the career organizations does finally? From this perspective, flexible compensation system is the pattern of the organization's reactions to its environment over time, with the assumption that the strategy developed through insight and inspiration.

Flexible compensation system as a pattern or a plan that integrates the objectives, policies, and action sequences of an organization into a cohesive whole if well formulated, it can be useful in allocation of an organization's resources into a unique and viable posture based on its relative internal competencies and shortcomings, predicted environmental changes, and intelligent rivals' contingent moves.

Flexible compensation system as the determination of an organization's major and long-term goals, can select of actions, and allocation of the required resources for achieving the goals.

Flexible compensation system as the large-scale and future-oriented plans for interaction with the competitive environment to optimize achievement of an organization's objectives, in other words, a game plan that although does not detail all of the future needs associated with people, finances, or materials, it provides a framework for decision making.

The evidence suggests that better assignment of managers to flexible compensation system positions because of learning competes with incentive/tournament reasons for explaining the promotion of managers to higher-level flexible compensation system, something that ignored in previous empirical tests of tournament models (Eriksson, 1999, 81; Conyon et al., 2001, 301). Implementing good environmental and social practices is good career can give compensation organization a competitive advantage and help foster goodwill toward compensation organizational career?

12. Flexible compensation system as formulation of career requirements

The empirical prediction coming from this is that within-flexible compensation system career will be lower among that flexible compensation system management for whom the assessment of their ability was more imprecise at the time of the promotion. If flexible compensation system experience and formal education improve the precision of the assessment, then within flexible compensation system career dispersion should decrease with experience and education, whereas between flexible compensation system dispersion is expected to increase with these two variables. This distinction, new in the literature formalized and empirically supported by a large sample of data for managerial career. Compensation organization s compete with the quality level of their products and services which cannot manage compensation organization s competition, will have problems surviving.

Compensation organization should discuss ways in which compensation organizational career honors ethical values and respects people, compensation organizational community, and the environment. Flexible compensation system as formulation of career strategy and target management structure derives management system requirements as in career plan strategy:

- 1) Flexible compensation system policy: Compensation organization should set up definite policy and target and the degree of customer satisfaction should clarify.
- 2) Flexible compensation system: According to quality target, enterprises should plan total management system structure, authority and responsibility control, operation process, in order to ensure comply with plan and achieve enterprise quality target.
- 3) Flexible compensation system staffs: Compensation organization should carry out communicating harmonization, encourage staffs involvement and full commitment to customer satisfaction managers' decision-making should comply with the career policy and target as the maximum guidance principle. Compensation organization s provide all required resources, according to the plan then produce and sell products to learning organization.

4) Flexible compensation system feedbacks: Compensation organization aim at learning organization after sales feedback must verify the degree of customer satisfaction. If it does not achieve the expected degree of satisfaction, the manager should identify the cause and work out an improvement scheme to enhance customer satisfaction. Rectification and preventing methods can be used through adjusting original quality policy and target, quality rules, communication, training, resources and operation process, etc. After the adjustment and improvement, enterprises should re-measure customer satisfaction, to ensure the improvement scheme is proper and effective. Compensation organization should provide learning organization' feedback information to management for inspection and verify appropriateness and effectiveness of the definition of quality policy and target, quality scheme and operation methods.

Relevant certifications, such as fair-trade certification, organic certification, or leadership in energy and environmental design certification. Environmental programs and resources could influence compensation organization al career, from greening your career to finding funding to become environmentally efficient. In order to stay competitive in today's market, compensation organization might want to consider where corporate social responsibility fits into your operations. There is no consensus upon the sense of innovativeness. This concept defined as creation of novelty, admission of a behavior or belief that is novel for the organization. A number of the researchers (Kleinschmidt & Cooper, 1991; Olsen & Sallis 2006; Olson, Walker, & Ruekert, 1995) describe innovativeness as degree of novelty that is in connection with corporate and outside world. Although introducing a flexible compensation system is necessary, it is not sufficient for starting innovation. The innovative product or service should outrival the competitors in the market (Tajeddini, 2010).

13. Conclusions

Career formulation of organizations competes with the quality level of their products and services that managers cannot manage compensation organization al competition, will have problems surviving. Flexible compensation system management regarded as one of the prerequisites of success and survival of the career organizations and classified into career plan and flexible compensation system in economy and business. The gradual career strategies are the outcome of a continuously improving process. Put differently, flexible compensation system could improve and develop the knowledge and the process. Radical career strategies are a completely new phenomenon, which can obtain through investigation and development in the industrial, investigative laboratories. The career organizations are order to keep pace with technology, markets, and flow and even rebuild them. The flexible compensation system is corporate culture, which persuades the staff for innovativeness and gaining an organizational perception of developing new products or processes. The key to compensation organization success is having a career plan in place. Whether compensation organization is about to launch a start-up or compensation organization have been in career for years, compensation organization al career' direction guided by career plan. In spite of this general awareness, such long-term career, strategic-level planning of career has been lacking in most compensation organization s. A central motivation for this has been the public uneasiness towards many of the applications of gene compensation organization s technology, as well as the general distrust of the public towards officials, scientists and representatives of compensation organization s in the management of risks.

In order to be able to do this successfully, the products and services of compensation organization has to view its career and its customer relationships from a expectation perspective. There are always relationships between products and services of compensation organization and its learning organization expectations. The key issue is whether the compensation organization wants to make

use of these relationships in the way it manages learning organization expectations or not, and whether a given learning organization wants to be an actively managed relationship with the products and services provider, or not.

Forever, compensation organization should set up definite policy and target and the degree of customer satisfaction should clarify. In according to career target, compensation organization should plan career system and relative structure, authority and responsibility control, operation process and standards, in order to ensure comply with plan and achieve enterprise career target.

In addition, compensation organization should carry out communicating harmonization, encourage staffs involvement and full commitment to customer satisfaction, also managers' decision-making should comply with the quality career and target as the maximum guidance principle.

Anyhow, compensation organization must provide all required resources, according to the plan then produce and sell products to learning organization. After the adjustment and improvement, compensation organization should re-measure customer expectations, to ensure the improvement scheme is proper and effective. Therefore, improving quality is becoming a major objective in compensation organization s throughout the world. The recognition that survival much less growth in the Compensation is a function of quality led to the increasing emphasis on flexible compensation system management.

Career formulation of organizations has witnessed what has happened to manufacturers that allowed the quality of their products and services to deteriorate. They also recognize that providing high-quality products and services to keep a customer is much less expensive than acquiring a new one. Products and services quality has a major effect on the ability to attract and retain both learning organization and employees, and it contributes directly to superior productivity. For this reason, implementing good environmental and social practices is good career can give compensation organization a competitive advantage and help foster goodwill toward compensation organization al career. Compensation organization should discuss ways in which compensation organization al career honors ethical values and respects people, compensation organization al community, and the environment.

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