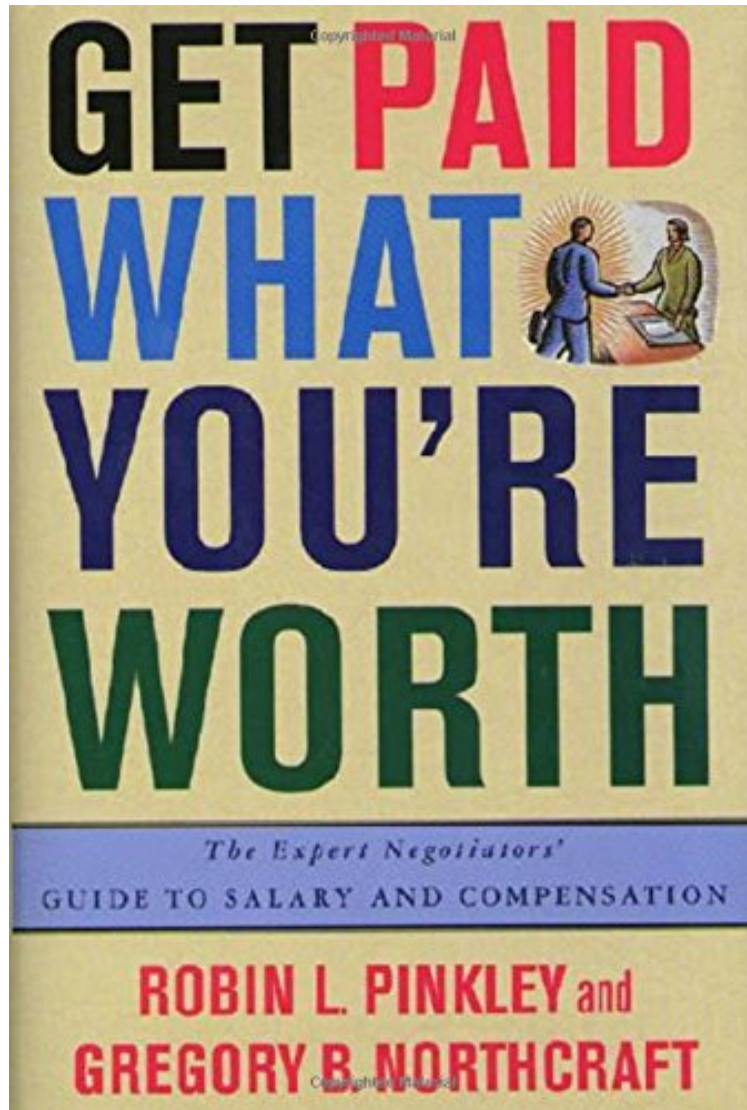


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Get Paid What You're Worth: The Expert Negotiators' Guide to Salary and Compensation

Robin L. Pinkley, Gregory B. Northcraft
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Robin L. Pinkley, Gregory B. Northcraft : Get Paid What You're Worth: The Expert Negotiators' Guide to Salary and Compensation before purchasing it in order to gage whether or not it would be worth my time, and all praised Get Paid What You're Worth: The Expert Negotiators' Guide to Salary and Compensation:

2 of 2 people found the following review helpful. You may be able to negotiate on the starting date at best. On the

other handBy .Decent book but your mileage will greatly vary. Salary negotiations really depend on the field, the job, and the company.If you are taking a low level (non-managerial) position at a huge corporation, they will not budge one cent on the salary. HR uses tight salary bands and will skip over you if you don't play along. You may be able to negotiate on the starting date at best. On the other hand, if you are a high roller in a specialized field and working with smaller/newer companies you could have leverage for negotiating.Is the book worth reading? It really depends if you think if you have enough leverage. For example: If you're graduating from State U with a bachelor's in Business Administration, then don't bother. Be grateful you even got a decent gig in this hellish job market. If you are an experienced software developer in Silicon Valley with big projects under your belt, then it can't hurt to read it.2 of 2 people found the following review helpful. Doesn't cover a lot of professionsBy Ismaeel HashemiOverall helpful- but doesn't address needs of specific professions - I'm in healthcare and there were a lot of things that weren't applicable0 of 0 people found the following review helpful. Four StarsBy doubledokBasic homework for the months leading to contract time.

Begin getting paid what you're worth-today!-Learn why there may be more money available for you than you think-Find out how to "expand the pie" so you earn higher compensation-Get the confidence to turn your strategic thinking into specific action-Benefit from a panel of negotiations experts and their decades of experience

From BooklistBooks on how to negotiate often recommend couching arguments in "win-win" terms. In other words, demonstrate the mutual benefits of your case. When it comes to negotiating salaries, though, many assume this tactic to be less applicable. Pinkley and Northcraft argue otherwise. Pinkley is a professor of organizational behavior at Southern Methodist University, and Northcraft is a professor of business administration at the University of Illinois. They note that 50 percent of prospective employees accept job offers without the benefit of negotiation. The authors explain which job issues can be negotiated and advise how to prepare for and conduct a negotiation and how to close the deal. A tactic they recommend is "expanding the pie" to claim more value for yourself, thereby "helping the other side want what [you have to offer]." Pinkley and Northcraft include specific tips and helpful examples throughout. They also advise ways to respond to various offers and warn of "speed bumps" and "deal killers." David Rouse "Get Paid What You're Worth is a simple way to understand not only how to negotiate, but why. I used these preparation and negotiation tactics to successfully raise both my salary offer and my signing bonus. If you're afraid to negotiate, either because you don't know how or you don't want to upset the other party, this book is for you!" --Lisa Anne Linke, consultant, Deloitte Touche