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love them or hate them executive remuneration consultants are key players in remuneration committees pay determination processes this book concerns the professional standards of executive remuneration consultants and their in house counterparts for example human resources director and head of reward in providing remuneration committee advisory services the author is a 25 year veteran executive remuneration consultant having worked around the world in this capacity particularly in the financial services sector this book is based on a qualitative empirical doctoral

research exercise involving 53 participants in the uk executive pay scene including regulators institutional shareholder bodies proxy advisors remuneration committees chairs members executive remuneration consultants and in house executive reward specialists the objective was to formulate conclusions that could be used to the benefit of uk practice and contribute to the relevant academic scholarship on executive remuneration consultants the research covered 18 aspects ranging from an examination of the independence of such consultants to whether there might be a specialised accreditation qualification and or licence to practise regime covering their services it provides novel insights into this previously under researched area of corporate governance financial regulation this book will be of interest to those involved in the uk executive remuneration scene whether government regulators or any of the other parties mentioned already plus academics in universities and business schools it is hoped too that overseas remuneration regimes that have respects in common with the uk s will find this book useful

this book gives students practitioners and managers a set of practical and valuable tools for designing and analyzing experiments emphasizing applications in marketing and service operations such as website design direct mail campaigns and in store tests

ch ing china and tokugawa japan were unusually urbanized premodern societies where about one half of the world s urban population lived as late as 1800 gilbert rozman has drawn on both sociology and history to develop original methods of illuminating the historical urbanization of china and japan and to provide a way of relating urban patterns to other characteristics of social structure in premodern societies the author also hopes to redirect the analysis of premodern societies into areas where china and japan can be compared with each other and with other large scale societies the author divides central places into seven levels and determines how many levels were present in each country century by century through this method he is able to demonstrate how japan was rapidly narrowing china s lead in urbanization and show that japan was relatively efficient in concentrating resources in high level cities explanations for differences in urban concentration are sought in a general discussion of the social structure of each country an analysis of marketing patterns a detailed study of chihli province and the kantō region an examination of regional variations and a comparison of peking and edo which were probably the world s largest cities throughout the eighteenth century originally published in 1974 the princeton legacy library uses the latest print on demand technology to again make

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