

# Recognition of individual contribution, Esonic HRM

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## Abstracts

The following report is developed on E-sonic that is an online store of music, this section of its compensation tells about how the individual differences impact the salary of employees and have influence on the structure of their jobs. In this regard five jobs are examined including the managers of sales, managers of benefits, manager of operations, industrial engineer and the executive assistant. The contribution of each of these structure of job is different that will result in different pay. Moreover, the hypothetical scenarios are examined that will impact on the pay of each position. Finally a system of merit pay is designed and it is shown that the performance of employees should be considered while rewarding them. At the end the summarization of report findings is provided that explains the crux of entire report showing the examination of recognition of E-sonic individual employees in compensating and offering benefits to employees. Cont... (1500 words of this report)

## Contents

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3.1. Appropriate Contributions Policy for Each E-sonic Job Structure

Adjust Employee Pay Based upon Hypothetical Pay Scenarios

Design a Merit-Pay System for E-sonic

Conclusion

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