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was developed by G.T. Milkovich
and J.M. Nemwan in 2002. They
define compensation as forms of
financial gain and tangible services
and benefits that employees
receive as part of their
employment. The model consists
of three components: policy,
techniques, and objectives. Pay
Model of Compensation Objectives

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What is the Pay Model of
Compensation (Milkovich &
Newman ...

George T. Milkovich is the M. P. Catherwood Professor at the ILR School, Cornell University. He studies and writes about how people get paid and what difference it makes. People's compensation has been his interest for over 30 years. His research has resulted in numerous publications.

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Milkovich, George, Newman ...
Milkovich is one of the founders of the Center for Advanced HR Studies, a research and development partnership of leading corporations and Cornell's ILR

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