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Milkovich strives to cull beliefs from facts, wishful thinking from demonstrable results, and opinions from research. Managing compensation is an art and Milkovich is based on strategic choices in managing compensation. [George Milkovich s, Compensation - amazon.com](#) 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 School. He also advised numerous companies around the world on their compensation strategies, received three outstanding teacher awards, and was a visiting professor at several international universities in Europe and Asia.

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and the organizational management process, (c) the compensation system design necessary to attract, retain and motivate the required workforce, and d) the techniques that could be used for developing and implementing effective compensation systems.

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Microsoft