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(Milkovich, Newman, & Gerhart, 2011: 661). PFP is usually com-posed of merit and/or bonus pay, and it exists in over 90% of firms and for most em-ployees in those firms (Cohen, 2006). Usage is widespread, in part, because (a) monetary

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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. Four have received national awards for their contributions.

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