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Contrast the essential differences between the best-fit and best-practices perspectives. The premise of any strategic perspective is that if managers align pay decisions with the organization's strategy and values then the organization is more likely to achieve a competitive advantage; the better the fit, the greater the advantage (Milkovich, Newman, & Gerhart, 2014).

References Milkovich G T Newman J M Gerhart B 2014 ...

Milkovich conducted executive seminars in many countries and served on advisory boards of leading academic/research centers in the United States and China. Sample questions asked in the 12th edition of Compensation: Google is famous for paying wages significantly above the market and also providing employee benefits that one might call lavish.

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