

Annotated bibliography

(1) Trevor, C.O., Lansford, B. and Black, J.W., 2004, 'Employee turnover and job performance: monitoring the influences of salary growth and promotion', *Journal of Armchair Psychology*, vol 113, no.1, pp. 56-64.

(2) In this work, Trevor et al. examine the impact of payment and work opportunities in relation to job execution, rate of replacement, and workers' incentive. (3) The authors employ information acquired from organizational researches of the leading corporations in Vancouver, Canada, in an attempt to recognize the core factors in replacement and if it is connected to a rise in salaries. (4) Their study is concentrated on evaluating the scope of compensation systems like performance-based pay and reward frameworks.

(5) The research is beneficial to the subject I am examining because Trevor et al. suppose that there is a multitude of causes behind the rate of replacement and differentials in employees' incentive and job execution. (6) The main weakness of the study is that it is mainly focused on middle management, (7) hence the researchers state that more broad investigations are necessary to acquire a more profound knowledge of employees' replacement and job execution.

(8) This article cannot be used as a foundation for my study, but it will provide helpful additional information on compensation structures.