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Hourly Compensation Costs for Manufacturing Workers (in U.S. Dollars) (Milkovich & Newman, 2008) See p. 6 for updated #s

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2For a history of the different standards for pay, see Thomas Mahoney, Compensation and Reward Perspectives (Burr Ridge, IL: Irwin, 1979); G. Milkovich and J. Stevens, "From Pay to Rewards: 100 Years

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