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CHAPTER 4

JOB ANALYSIS

Overview

This chapter describes a key component of the pay model—job analysis. Job analysis is a systematic method that focuses on describing the differences and similarities among jobs *within an organization*. An equitable internal pay structure has two hallmarks: to encourage employee behaviors to help achieve an organization’s objectives and to foster a sense of fairness among employees. One of the *first strategic pay decisions* is how much to align a pay structure internally compared to aligning it with external market forces. This is not an either/or issue—not achieving internal alignment versus alignment with external market forces. Rather, the strategic decision focuses on sustaining the *optimal balance of internally aligned and externally responsive* pay structure that helps the organization achieve its mission. Pay system design involves determining how much to emphasize a pay structure that is internally aligned with the work performed, the organization’s structure, and its strategies.

The next decision focuses on whether job and/or individual employee characteristics will be the basic unit of analysis supporting the pay structure. This is followed by deciding what job information will be collected, what method(s) will be used to collect the information, and who should be involved in the data collection process. A discussion of the approach to summarize job data via a job description and job specifications is provided. The issues of the susceptibility of various jobs to offshoring and comparability across nations in relation to job analysis are discussed.

The chapter concludes by discussing the controversy surrounding the relevance of the traditional

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Human Resource Management Jean Phillips, 2018-01-15 Formerly published by Chicago Business Press now published by Sage Using a combination of knowledge acquisition and personal development Human Resource Management An Applied Approach is designed to prepare future HRM managers to effectively utilize HRM strategies to not only advance their own careers but also support the growth and development of those they manage Author Jean Phillips adopts an engaging approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning

Reward Management Stephen J Perkins, Sarah Jones, 2020-01-03 Reward Management is a comprehensive guide to all elements of reward in the workplace From the theoretical frameworks and legal context of reward through to practical application in the workplace this book provides all the essential information for both students of reward management and practitioners involved in reward management in organizations Covering all the key areas of reward management including pay structures and pay setting job evaluation and employee benefits Reward Management is a key book for anyone studying the Level 7 CIPD reward management module or a postgraduate qualification in HR This book also includes guidance on non financial reward and new coverage of the gender pay gap executive reward and pay ratio reporting There is also extensive discussion of international reward including the impact of different cultures on reward benefits for multi local talent rewarding expatriates and why one size of reward doesn't fit all Accompanying online resources include lecturer manual and lecture slides

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1. Understanding the eBook Cases In Compensation 11th Edition Milkovich
 - The Rise of Digital Reading Cases In Compensation 11th Edition Milkovich
 - Advantages of eBooks Over Traditional Books
2. Identifying Cases In Compensation 11th Edition Milkovich
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Cases In Compensation 11th Edition Milkovich
 - User-Friendly Interface
4. Exploring eBook Recommendations from Cases In Compensation 11th Edition Milkovich
 - Personalized Recommendations
 - Cases In Compensation 11th Edition Milkovich User Reviews and Ratings
 - Cases In Compensation 11th Edition Milkovich and Bestseller Lists
5. Accessing Cases In Compensation 11th Edition Milkovich Free and Paid eBooks
 - Cases In Compensation 11th Edition Milkovich Public Domain eBooks
 - Cases In Compensation 11th Edition Milkovich eBook Subscription Services
 - Cases In Compensation 11th Edition Milkovich Budget-Friendly Options

6. Navigating Cases In Compensation 11th Edition Milkovich eBook Formats
 - ePub, PDF, MOBI, and More
 - Cases In Compensation 11th Edition Milkovich Compatibility with Devices
 - Cases In Compensation 11th Edition Milkovich Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Cases In Compensation 11th Edition Milkovich
 - Highlighting and Note-Taking Cases In Compensation 11th Edition Milkovich
 - Interactive Elements Cases In Compensation 11th Edition Milkovich
8. Staying Engaged with Cases In Compensation 11th Edition Milkovich
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Cases In Compensation 11th Edition Milkovich
9. Balancing eBooks and Physical Books Cases In Compensation 11th Edition Milkovich
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Cases In Compensation 11th Edition Milkovich
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Cases In Compensation 11th Edition Milkovich
 - Setting Reading Goals Cases In Compensation 11th Edition Milkovich
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Cases In Compensation 11th Edition Milkovich
 - Fact-Checking eBook Content of Cases In Compensation 11th Edition Milkovich
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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