



Job Evaluation and Comparable Worth

- Job analysis yields a **job evaluation**, or an assessment of the relative value of a job, and is **used to determine appropriate compensation**.
- These evaluations **usually examine** jobs on dimensions that are called **compensable factors** (e.g., physical **demands of a job**, amount of **training**, **working conditions**, responsibility).

Systematic Job Evaluation And Comparable Worth

Doris M. Werwie



Systematic Job Evaluation And Comparable Worth:

Systematic Job Evaluation and Comparable Worth Dov Elizur,1987 *Comparable Worth* ,1985 **Comparable Worth** United States Commission on Civil Rights,1985 **Comparable Worth: Proceedings, June 6-7, 1984** United States Commission on Civil Rights,1984 Comparable Worth for Federal Jobs United States. Office of Personnel Management,1987 **Sex and Pay in the Federal Government** Doris M. Werwie,1987-06-23 This study focuses on the job evaluation procedures used in the federal government to evaluate all white collar non supervisory occupations It examines the factor and factor weighing methodologies developed by the Civil Service Commission to provide the basis for institutionalized standards used to establish existing pay differences The Factor Evaluation System FES appears responsive to recommendations of comparable worth advocates that the criteria for determining job worth be made explicit and as bias free as possible The volume provides an extensive analysis of the new FES in an effort to determine fully its usefulness from the standpoint of such advocacy The study addresses whether the new FES is more beneficial to female dominated jobs than the old narrative classification system Female dominated jobs it is discovered were rated lower on all factors used in the federal government s job evaluation system Dr Werwie then goes on to explore why this was the case and whether changing the weights assigned to job factors under the new system would alter the pay relationship between male and female dominated jobs Also examined is the extent to which the factors dimensions and operational indicators of the FES and other evaluation systems adequately define and measure the job content of female dominate occupations The results provide insights which will be useful to administrators and researchers interested in moving current job evaluation systems closer toward the goal of a bias free evaluation system Systematic Bias in Job Evaluation and Market Wages Donald P. Schwab,Dean W. Wichern,1982 **Comparable Worth and Equitable Job Evaluation Systems** Nancy Allen Abbott,1988 *Know Your Code* Preview Group,1998 *Job Evaluation Systems* Lorna Kaufman,1986 **OECD Employment Outlook** ,1987 *Women's Worth* Clare Burton,Raven Hag,Gay Thompson,1987 Examines the Hay Guide Chart Profile Method of job evaluation which assigns points to the job s constituent parts for ranking purposes as practiced in a large Australian college Assesses whether or not points rating evaluation leads to the undervaluation of jobs mainly done by women compared to jobs mainly done by men **Keeping America Competitive** Edward E. Potter,Judith A. Youngman,1995 Examines America s competitive position in the global marketplace from 1935 to 1993 and describes how employment laws and policies evolved during this period Discusses employment policy issues within the context of maintaining and gaining international market share arguing in particular for more labour flexibility Recommends a framework for an employment policy **Comparable Worth** Edward Robert Livernash,1984 **Comparing Apples and Oranges** Xiaomin Chen,1992 **Michigan Law Review** ,1985 **Comparable Worth** John Thomas Raisian,1985 **The Use of Job Evaluation Systems to Implement Comparable Worth** Doris M. Werwie,1985 **Women, Work, and**

Wages National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Occupational Classification and Analysis, 1981-02-01 In order to determine whether methods of job analysis and classification currently used are biased by traditional sex stereotypes or other factors a committee assessed formal systems of job evaluation and other methods currently employed in the private and public sectors for establishing the comparability of jobs and their levels of compensation A review of sociological and economic literature shows that some differences in the characteristics of workers and in jobs do form a legitimate basis for wage differentials Nevertheless there exists a pervasiveness of occupational and job segregation by sex Given the current operation of the labor market and the existence of a variety of factors that permit the persistence of earning differentials between men and women e g labor market segmentation job segregation and employment practices it would seem that intentional and unintentional discriminatory elements enter into the determination of wages and are not likely to disappear Use of a job evaluation system is one possible remedy to this situation While the subjectivity of job evaluation makes job evaluations less than perfect vehicles for resolving pay disputes they can serve to identify potential wage discrimination MN *Job Evaluation Methods and Comparable Worth* Shu-Hsiang Sarah Yeh, 1990

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