

Job Evaluation



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As a recent e-reward survey has shown, interest in job evaluation is increasing. Organisations are recognizing the need to adopt a logical, systematic and defensible approach to creating equitable pay structures and, importantly, dealing with equal pay issues. Job evaluation provides a practical guide to designing, introducing and managing job evaluation processes and the pay structures associated with them. Written by four recognized experts in the field, this is the first book on job evaluation to focus on equal value issues. It deals not only with job evaluation techniques but also with the practical implications of using job evaluation to achieve equal pay and provide essential data for use in equal pay reviews. The book also reflects the growing realization that there is a need to take action to completely remove gender pay inequalities, to develop equal pay guidelines, as well as to develop a procedure for conducting equal pay reviews. This is the most up to date book on the subject and will be relevant to both employers and trade unions.

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