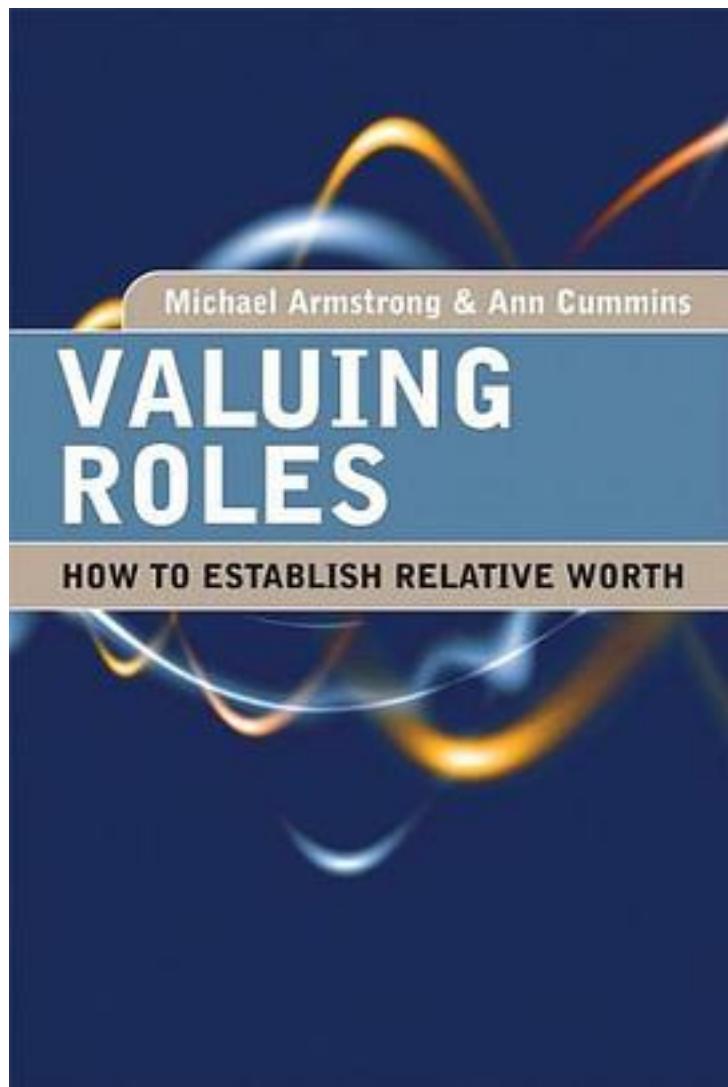


# Valuing Roles



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著者:Armstrong, Michael/ Cummins, Ann

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"Valuing Roles" gives you practical advice on how to determine employee worth, as well as how to structure and implement approaches that recognize it. This book highlights the benefits and risks of the different approaches your organization can use, putting job evaluation into perspective and demonstrating how it links to other people, pay-related processes, systems and policies, ensuring a transparent framework for talent management. Written by two highly experienced practitioners, Michael Armstrong and Ann Cummins, this book thoroughly examines the 'why' and 'how' behind the concept, giving you: advice and techniques to help you to measure the relative value of people; a practical methodology for ensuring fair and equitable outcomes at all levels in your organization; and, highly topical coverage of critical issues including equal pay and market pricing. Valuing Roles uses the latest research on this hugely important topic, including an analysis of a 2007 job evaluation survey carried out by e-reward. The theory is supported by a wide range of international case studies, as well as checklists, templates and flowcharts to help you determine the relative worth of jobs or individuals in your organization.

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