Study Guide for Midterm 2

Chapter 5 - Job-Based Structures

Job Evaluation Content and Value

Job evaluation is the process of systematically determining the relative worth of jobs to create a job structure for the organization.

The focus is on what to value in the jobs, how to assess that value, and how to translate it into a job-based structure.

Job evaluation is a process for determining relative value.

Content refers to what work is performed and how it gets done.

Job content matters, but it is not the only basis for pay

Job value may also include the <u>job's value</u> in the external market (exchange value).

Some see job evaluation as a process for linking job content and internal value with external market rates.

In this perspective, the value of job content is based on what it can command in the external market: it has no intrinsic value.

Those using job evaluation to make pay decisions see it as a process to help gain acceptance of pay differences among jobs.

Basic Decisions of a Job Evaluation

"How-to": Major Decisions

Settlement Adaptements Worth Relationships within the Organization is July Bendynic in July Section 1 and Section

Job evaluation is part of the process for establishing an internally aligned pay structure.

Supports organization strategy.

 Answers: "How does the job add value?"

Supports work flow.

 Integrates pay with contributions and helps set pay for new or changing jobs.

Is fair to employees.

· Can reduce disputes and grievances.

Motivates behavior toward organization objectives.

Helps create the network of rewards.

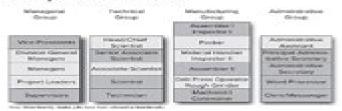
Benchmark Jobs and How they are Used for developing a Job and Pay Structure

Benchmark Jobs- A Sample

An organization may start with a sample of benchmark (key) jobs.

- A benchmark job's contents are well known and stable; the job is common across employers; and many people work this job.
- Diversity in the work can be thought of in terms of depth (vertically) and breadth (horizontally).

Example Benchmark Jobs.



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Table of Contents Workers Compensation Study Guide

- 1. Understanding the eBook Workers Compensation Study Guide
 - The Rise of Digital Reading Workers Compensation Study Guide
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Workers Compensation Study Guide
 - 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 Workers Compensation Study Guide
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Workers Compensation Study Guide
 - Personalized Recommendations
 - Workers Compensation Study Guide User Reviews and Ratings
 - Workers Compensation Study Guide and Bestseller Lists
- 5. Accessing Workers Compensation Study Guide Free and Paid eBooks
 - Workers Compensation Study Guide Public Domain eBooks

- Workers Compensation Study Guide eBook Subscription Services
- Workers Compensation Study Guide Budget-Friendly Options
- 6. Navigating Workers Compensation Study Guide eBook Formats
 - o ePub, PDF, MOBI, and More
 - Workers Compensation Study Guide Compatibility with Devices
 - Workers Compensation Study Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Workers Compensation Study Guide
 - Highlighting and Note-Taking Workers Compensation Study Guide
 - Interactive Elements Workers Compensation Study Guide
- 8. Staying Engaged with Workers Compensation Study Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Workers Compensation Study Guide
- 9. Balancing eBooks and Physical Books Workers Compensation Study Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Workers Compensation Study Guide
- 10. Overcoming Reading Challenges
 - o Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Workers Compensation Study Guide
 - $\circ\,$ Setting Reading Goals Workers Compensation Study Guide
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Workers Compensation Study Guide
 - Fact-Checking eBook Content of Workers Compensation Study Guide
 - 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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