



The Job Evaluation Handbook (Developing Practice)

By Michael Armstrong, Angela Baron

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Drawing on a survey of 314 organisations, Armstrong and Baron examine the conceptual principals of job evaluation, review different methods of implementation and reveal stimulating examples of contemporary practice. They show you how to: integrate job evaluation with other corporate strategies; choose the most appropriate method for your organisation; analyse jobs, roles and competencies, and collect comparative data.

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Editorial Review

Review

"This is the first book on job evaluation which focuses on equal value issues, dealing 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. In the light of increasing awareness of the need to take action to remove gender pay inequalities and the considerable work recently carried out by the Equal Opportunities Commission on developing equal pay guidelines and procedures for conducting equal pay reviews this is a timely book. I commend it to practitioners and trade unionists, indeed anyone who wants to do something positive about unequal pay." Julie Mellor, Chair, Equal Opportunities Commission

About the Author

Michael Armstrong is an internationally respected writer on management topics. His Kogan Page titles include: Performance Management, Reward Management, Strategic Human Resource Management, Handbook of Management and Leadership, Handbook of Employee Reward Management and Practice, Job Evaluation and How to be an Even Better Manager.

Ann Cummins is a management consultant specializing in reward and performance management.

Sue Hastings is a freelance specialist adviser on grading and pay structures.

Willie Wood has over 30 years of consulting experience in job evaluation and related issues.

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