



ROLE ANALYSIS & JOB EVALUATION (IPE) WORKSHOP

A 2-DAY SESSION ON ACCURATELY BENCHMARKING PAY TO POSITIONS

WHY IS THIS KNOWLEDGE IMPORTANT?

Role evaluation ensures that strategic objectives of the organization are well-captured in jobs through proper scope, grading and levelling. Organizations have found this exercise critical in preparing to work on restructuring issues, job-titling challenges or salary structure reviews.

WHAT YOU'LL LEARN AT THIS WORKSHOP

Job evaluation and compensation strategies, using actual salary data in practical exercises.

- Objectives and techniques for job grading and levelling
- Preparation of data for position evaluation
- How to create an effective salary structure and accurately benchmark remuneration against market data
- Analysis of data and developing insights
- Effective presentation of data to staff and management

WHO SHOULD ATTEND?

HR professionals who would like to learn more about role analysis and job evaluation and/or whose organization is going through a role-analysis/job-evaluation exercise.

Mercer Job Evaluation Manual

Richard Joseph Long



Mercer Job Evaluation Manual:

The Job Evaluation Handbook Michael Armstrong, Angela Baron, 1995 Examines the conceptual principles of job evaluation reviews different methods and techniques of implementations and reveals examples of company practice

Mercer Compensation Manual : Theory and Practice Roland Thériault, 1992 **A Handbook of Human Resource Management Practice** Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best selling textbook It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development CIPD diploma The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management the Role of the Front Line Manager HR Strategies Developing and Implementing HR Strategies and Learning and Development The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies *Armstrong's Handbook of Reward Management Practice* Michael Armstrong, 2010-03-03 Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward It is aimed at both HR practitioners involved in employee reward as well as students who need to understand the importance of reward and how it can be successfully applied across organizations The book is closely aligned to the CIPD's new standard in reward management and is supported by online resources for both lecturers and students This new edition contains new research conducted by E Reward as well as brand new case studies of international companies who are effectively using reward to improve performance It includes practical guidance on designing reward for all levels of employee as well as for teams and the organization **Annual Report - State of New Jersey Civil Service Commission** New Jersey. Civil Service Commission, 1977 Vols for 1908 have as Appendix IV Rules and the civil service law Catalog of Copyright Entries. Third Series Library of Congress. Copyright Office, 1952 Includes Part 1A Books and Part 1B Pamphlets Serials and Contributions to Periodicals Official Directory - Office of the Secretary of State New Jersey. Department of State, 1979 **Resources in Education**, 1997 **Research Monographs**, 1951 Personnel Literature, 1983 Monthly Catalog of United States Government Publications. Cumulative Index United States. Superintendent of Documents, 1978 Comprehensive Handbook of Psychological Assessment, Volume 4 Jay C. Thomas, 2003-09-18 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most

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