

The Concept of Position Evaluation

Common approaches vary in complexity

*Our focus will be mostly
on...*

Less Complexity

Greater Complexity

	Ranking	Market Pricing	Standardized Point Factor <i>(e.g. Mercer IPE)</i>	Customized Point Factor
Description	Jobs ranked using general criteria of worth to organization	Market rates established for benchmark jobs	Points assigned to jobs based on universal factors, degrees and points	Points assigned to jobs based on customized factors, levels and factor weights
Strengths	Simple Easy to maintain	Relationship to market values Credible	Can compare jobs across functions and organizations. Common links to market	Can compare jobs across functions Is perceived to be objective and consistent
Limitations	Potential for bias May over emphasize a single factor	Slotting requires interpretation. Difficult if poor data or fast changing market	May seem inflexible Administration may seem to be a barrier	Effort required to develop factors Much effort to administer and implement

Mercer Job Evaluation Manual

DJ Losen



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 **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 comprehensive and up to date information available on this important aspect of practice **Annual Report - State of New Jersey Civil Service Commission** New Jersey. Civil Service Commission, 1980 Vols for 1908 have as Appendix IV Rules and the civil service law *Monthly Catalog of United States Government Publications, Cumulative Index* United States. Superintendent of Documents, 1978 *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 *Research Monographs*, 1951 **Monthly Catalog of United States Government Publications**, 1951 **Equal Opportunities Review**, 1987 *Subject Catalog* University of California, Berkeley. Institute of Governmental Studies, 1970 *Sources of Information on Personnel Management and Labor Relations* Alton Wesley Baker, 1951 **Resources in Education**, 1994-07
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Books and Pamphlets, Including Serials and Contributions to Periodicals Library of Congress. Copyright Office, 1972 *Compensation in Canada* Richard Joseph Long, 1998 **Cumulated Index to the Books**, 1943 **The Head and Neck** Roger Kerry, Barbara Cagnie, 2025-11-03 Musculoskeletal neck and head pain is a one of the highest health burdens faced globally Management of people with this pain is complex multi factorial and challenging Scientific evidence continues to grow in this area but can often be confusing or contradictory This multi contributed compendium is a much needed resource for all healthcare professionals researchers and educators treating neck and head dysfunction Taking a holistic and patient centred approach this vital interdisciplinary book discusses the background of these dysfunctions and reviews specific conditions of the neck and head It also includes evidence based clinical assessment and management clinical reasoning and is supplemented with patient stories and supporting resources **Industrial and labor relations review**

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