

- | | |
|-------------------------|--|
| 1. Record Nr. | UNISALENTO991003004679707536 |
| Autore | Marti, Mario |
| Titolo | Salento, quarto tempo / Mario Marti |
| Pubbl/distr/stampa | Galatina : Panico, [2007] |
| ISBN | 9788888156484 |
| Descrizione fisica | 204 p. ; 22 cm. |
| Collana | Cultura e storia / Collana della Società di storia patria, sez di Lecce ; 18 |
| Disciplina | 858.91408
945.753 |
| Soggetti | Salento Storia |
| Lingua di pubblicazione | Italiano |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| 2. Record Nr. | UNINA9910795874403321 |
| Autore | Bussin Mark |
| Titolo | Job Evaluation in the New World of Work : How to Achieve Equal Pay for Work of Equal Value |
| Pubbl/distr/stampa | London : , : Knowledge Resources, , 2022
©2022 |
| ISBN | 1-86922-950-9 |
| Edizione | [1st ed.] |
| Descrizione fisica | 1 online resource (88 pages) |
| Altri autori (Persone) | Swart-OppermanChristina |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Description based upon print version of record. |
| Nota di contenuto | Intro -- ACKNOWLEDGEMENTS -- FOREWORD -- TABLE OF CONTENTS
-- ABOUT THE AUTHORS -- LIST OF CONTRIBUTORS -- OVERVIEW AND |

CONTEXT -- CHAPTER 1 -- Global changes and turbulent times ahead -- 1.1 INTRODUCTION -- 1.2 SOME GLOBAL TRENDS -- 1.3 SOME GLOBAL RISKS -- 1.4 PRACTICAL CONSIDERATIONS -- 1.5 ORGANISATION DESIGN APPLICATION -- 1.6 CONCLUSION -- CHAPTER 2 -- The Rise of the Contingent Workforce -- 2.1 INTRODUCTION -- 2.2 THE CONTINGENT WORKFORCE -- 2.3 THE EVOLUTION OF THE CONTINGENT WORKFORCE -- 2.4 DOES A CONTINGENT WORKFORCE NEED A NEW PSYCHOLOGICAL CONTRACT? -- 2.5 ADAPTING HR PRACTICES TO ACCOMMODATE THE CONTINGENT WORKFORCE -- 2.6 THE CONTINGENT WORKFORCE - BARRIERS TO ENTRY -- 2.7 CONCLUSION -- CHAPTER 3 -- What is Job Evaluation? -- 3.1 INTRODUCTION -- 3.2 THE NEED FOR JOB EVALUATION AT ALL STAGES OF A BUSINESS LIFECYCLE -- 3.3 JOB EVALUATION PROCESS -- 3.4 WHY JOB EVALUATION SYSTEMS FAIL -- 3.5 CHOICE OF A JOB EVALUATION SYSTEM -- 3.6 POINTS TO REMEMBER WHEN EVALUATING JOBS -- 3.7 JOB EVALUATION: FREQUENTLY ASKED QUESTIONS AND SAMPLE ANSWERS -- 3.8 CONCLUSION -- CHAPTER 4 -- Paterson Job Evaluation -- 4.1 OVERVIEW AND INTRODUCTION -- 4.2 HOW TO CARRY OUT PATERSON JOB EVALUATION -- 4.3 HIERARCHY OF SKILLS AND DECISIONS -- 4.4 THE STEPS TO FOLLOW WHEN CONDUCTING A PATERSON JOB EVALUATION -- 4.5 DEFINITIONS -- 4.6 DIMENSIONS OF A PATERSON JOB EVALUATION -- CHAPTER 5 -- The impact of Job Evaluation on salary structures -- 5.1 INTRODUCTION -- 5.2 WHAT IS A SALARY STRUCTURE? -- 5.3 WHAT INFORMS A SALARY STRUCTURE? -- 5.4 DEVELOPING A SALARY STRUCTURE -- 5.5 CONCLUSION -- CHAPTER 6 -- Equal pay for work of equal value -- 6.1 INTRODUCTION -- 6.2 EQUAL PAY FOR WORK OF EQUAL VALUE -- 6.3 HOW WILL EMPLOYEES RECTIFY THE CURRENT SITUATION? -- 6.4 CONCLUSION -- CHAPTER 7 -- Measuring income inequality - A holistic approach -- 7.1 INTRODUCTION. 7.2 INCOME INEQUALITY IN SOUTH AFRICA -- 7.3 METHODOLOGIES AND ANALYSES -- 7.4 CONCLUSION -- CHAPTER 8 -- Job Evaluation in the new world of work -- 8.1 INTRODUCTION -- 8.2 TECHNOLOGICAL DEVELOPMENTS IMPACT JOB EVALUATION -- 8.3 POPULAR MISCONCEPTIONS ON JOB EVALUATIONS -- 8.4 FLEXIBILITY OF THE JOB EVALUATION SYSTEM -- 8.5 IMPACT ON REMUNERATION STRUCTURES -- 8.6 CONCLUSION -- CHAPTER 9 -- The psychological impact of the new way of Job Evaluation -- 9.1 INTRODUCTION -- 9.2 THE TRADITIONAL APPROACH TO JOB ANALYSIS -- 9.3 FUTURE OF JOB ANALYSIS -- 9.4 THE ROLE OF THE JOB DESCRIPTION/PROFILE -- 9.5 JOB DESIGN -- 9.6 CONCLUSION -- CHAPTER 10 -- What should we do right now? -- 10.1 INTRODUCTION -- 10.2 CONCLUSION -- Annexures -- Annexure 1: Commonly used systems of Job Evaluation -- REFERENCES -- Chapter 1 References -- Chapter 2 References -- Chapter 3 References -- Chapter 6 References -- Chapter 7 References -- Chapter 9 References -- Chapter 10 References -- ENDNOTES -- INDEX.

Sommario/riassunto

The new world of work has created unprecedented challenges for human resource practitioners. This book prompts exciting conversations on the question of: "What is the role of job evaluation".
 With the developing concepts of blended work, work from anywhere and contingent workers, job evaluation systems will need some careful thought. One size and approach may not suit all situations and suggestions are offered on how to deal with these differing situations.
 The next domino after job evaluation is often remuneration, because pay scales are attached to the grades. Equal pay for work of equal value is probably one of the biggest focus points globally and clarity is offered in this book. The

vertical pay gap and horizontal pay gap sometimes stem from the remuneration philosophy around pay scale design. This book clarifies how to do job evaluation in a changing world, how to develop pay scales and how to achieve equal pay for work of equal value.

Contents include:

- * What is Job Evaluation?
- * Job Evaluation in the new world of work
- * The Rise of the Contingent Workforce
- * How to carry out the Paterson job evaluation
- * The impact of job evaluation on salary structures
- * Equal pay for work of equal value
- * Measuring income inequality - a holistic approach
- * The psychological impact of the new way of job evaluation.
