

Job Evaluation and Comparable Worth

Comparable worth

- The idea that jobs that require equivalent KSAOs should be compensated equally.
- Relies on valid and fair job evaluations.

Exceptioning

The practice of ignoring pay discrepancies between particular jobs possessing equivalent duties and responsibilities.

Systematic Job Evaluation And Comparable Worth

United States. Congress. House.
Committee on Post Office and Civil
Service. Subcommittee on Human
Resources

Systematic Job Evaluation And Comparable Worth:

Systematic Job Evaluation and Comparable Worth Dov Elizur, 1987 Comparable Worth Elaine Sorensen, 2019-01-15 For decades women working as nurses librarians and secretaries have argued that they are paid less than men in jobs requiring comparable skill and effort By the late 1980s the notion of comparable worth had become a familiar one and comparable worth initiatives were being developed to counteract the persistent disparities between male and female pay In a comprehensive assessment of this policy Elaine Sorensen lays out the various approaches states have taken identifying the most and least successful among them The author attributes part of the gender pay gap to economic discrimination and suggests theoretical models that best explain this discrimination She examines the usefulness of comparable worth policies as a means of reducing male female wage disparities Minnesota's policies are examined in detail as an example of promising efforts in this regard Sorensen ends by examining comparable worth s likely future fate in Congress and the courts Elaine Sorensen is Senior Research Associate at the Urban Institute in Washington D C Originally published in 1994 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its Comparable Worth Paula England, 2017-07-05 This volume provides a detailed description of the founding in 1905 situation of women in employment in the early 1990s and considers how sociological and economic theories of labor markets illuminate the gap in pay between the sexes Systematic Bias in Job Evaluation and Market Wages Donald P. Schwab, Dean W. Wichern, 1982 Comparable Worth, Pay Equity, and Public Policy Rita Mae Kelly, Jane H. Bayes, 1988-02-22 This collection of papers on comparable worth written by political scientists contains the best annotated bibliography on comparable worth that this reviewer has yet seen One notable paper categorizes the 50 states as to whether they have conducted a comparable worth legislation and have implemented comparable worth Other contributors explain how job evaluation can be performed to implement comparable worth describe the difficulties and possible bias in job evaluation methods and present US case studies It has an outstanding bibliography and overview of many important issues Choice Legislation outlawing sexual discrimination and mandating policies of equal pay for equal work has clearly failed to produce the intended results Women workers continue to be paid substantially less than men and more and more families headed by women have sunk below the poverty level This volume of essays focuses on major issues that must be faced before a public policy promoting pay equity can become a reality Combining the contributions of specialists from several disciplines it offers statistical comparisons and analyses of wage inequities in various occupations industries and regions case studies of comparable worth programs and a conceptual framework for approaching the problem on a policy level Comparable

Worth ,1984 Pay Equity: Equal Pay for Work of Comparable Value United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources, 1983 **Public Sector Payrolls** David A. Wise, 2008-04-15 An estimated one out of five employees in this country works for some branch of government Because policies concerning the compensation of these employees rest on assumptions about the economic dynamics of the public sector the issue of public sector employment is of vital importance in the analysis of the national economy In Public Sector Payrolls leading economists explore the independent and interdependent functioning of the public and private sectors and their effect on the economy as a whole The volume developed from a 1984 National Bureau of Economic Research conference focuses on various labor issues in military and other governmental employment Several contributors discuss compensation in the armed forces and its relationship to that in the private sector as well as the interaction between the military and the private sector in the employment of youth This latter is of particular interest because studies of youth employment have generally ignored the important influence of military hiring practices on labor market conditions In other contributions the response of wages and employment in the public sector to economic conditions is analyzed and a detailed study of government pension plans is presented Also included is a theoretical and empirical analysis of comparable worth in the public sector from the viewpoint of analytical labor economics The volume concludes with a look at public school teachers salaries in the context of current debates over improving the quality of American education A valuable resource to policymakers Public Sector Payrolls will be an important addition to research in the field of labor economics **Applications** of Feminist Legal Theory to Women's Lives D. Kelly Weisberg, Ronnie J Steinberg, 2009 This book the second of two volumes examines the pressing issues that affect women pornography prostitution battery rape pay equity sexual harassment motherhood abortion adoption new reproductive technologies and considers them through the lens of feminist legal theory It features more than sixty articles by well known legal scholars and feminists The contributions are arranged thematically and include an introduction and comprehensive literature review by the editor Applications of Feminist Legal Theory to Women's Lives will be a valuable text for students a resource for scholars and policy makers and a useful introduction for general readers Personnel Literature United States. Office of Personnel Management. Library, 1985 Women and Men in Organizations Jeanette N. Cleveland, Margaret Stockdale, Kevin R. Murphy, Barbara A. Gutek, 2000-01-01 The gender and racial composition of the American workforce is rapidly changing As more women in particular enter the workforce and as they enter jobs that have traditionally been dominated by men issues related to sex and gender in work settings have become increasingly important and complex Research addressing sex and gender in the workplace is conducted in several distinct disciplines ranging from psychology and sociology to management and economics Further books on gender at work often reflect either a more traditional management perspective or a more recent feminist perspective rarely however are these two orientations on women and work acknowledged within the same text Thus the principle goal of the book is to communicate a

variety of social psychological literatures and research on gender issues that affect work behaviors to upper level undergraduate and graduate students in applied psychology and business Humam Resource Management, Equal Pay for Equal Work for Women, Hearings Before ..., 81-2, May 17, 18, and 19, 1950 United States. Congress. House. Education and Labor,1950 Beyond Methodology Mary Margaret Fonow, 1991-04-22 A stellar cast of authors discuss and describe feminist research reflecting the state of feminist discourse in sociology its high quality makes it a must in sociology and women's studies collections Choice empowering thought provoking Gender Society a valuable addition to the literature on feminism and method that reveals important discrepancies and shared themes in its chapters Contemporary Sociology In this interdisciplinary collection of articles by internationally recognized feminist scholars the authors examine efforts to apply feminist principles to the research act Each stage of the research process is examined from sampling techniques to mass media packaging and marketing of feminist research The essays address both abstract philosophical questions and the more Armstrong's Handbook of Reward Management Practice practical ways theories are translated into feminist inquiry Michael Armstrong, 2019-02-03 Armstrong s Handbook of Reward Management Practice is the definitive guide to understanding developing and implementing effective reward strategies. This book covers all the essential aspects of improving organizational team and individual performance through reward processes including financial and non financial rewards job evaluation grade and pay structures rewarding specific employee groups and ethical considerations This revised and updated sixth edition incorporates the latest research and developments and contains updated coverage of equal pay and the gender pay gap employee benefits and total reward and a new chapter on employee financial wellbeing As with all of Armstrong s texts Armstrong s Handbook of Reward Management Practice bridges the gap between academic and practitioner and is ideally suited to both HR professionals and those studying for HR qualifications including master s degrees and the CIPD s intermediate and advanced level qualifications Tips and checklists and can be found throughout alongside case studies from organizations including General Motors the UK National Health Service and Tesco Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students which include learning summaries discussion questions and exercises literature reviews and glossaries **Nordic Management-Labour** Relations and Internationalization Daniel Fleming, Christer Thörnqvist, 2003 Sammanfattning **"Options for** Conducting a Pay Equity Study of Federal Pay and Classification Systems"--report of the General Accounting Office United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Civil Service, Post Office, and General Services.1987 Making Sense of Women's Lives, Lauri Umansky, Michele Plott, 2000-08-01 Making Sense of Women's Lives presents a wide range of writings about women's lives in the United States Michele Plott and Lauri Umansky have drawn on their experiences as both students and professors to assemble the collection Seeking to provide as full a sampling from a diverse and intellectually vibrant field as one volume permits the editors have also chosen writing that

makes an enjoyable read A few of the selections here represent the undisputed classics of the field More of them constitute simply the works drawn from academic and nonacademic sources alike that could make a difference in understanding what it means to be female in America Making Sense of Women s Lives is intended as the primary text in Women s Studies courses With that usage in mind Plott and Umansky have provided brief introductions to each article to help students understand the author s perspectives Thought and discussion questions follow each selection The book contains as well numerous Flash Exercises suggestions for class exercises and activities The editors have used these activities in their courses over the past decade in conjunction with readings in this volume and have found that the full complement of materials coalesces into an intellectually powerful introduction to Women s Studies A Collegiate Press book Comparable Worth United States

Commission on Civil Rights,1984 Equal Pay for Equal Work for Women United States. Congress. House. Committee on Education and Labor,1950 Considers 81 H R 4408 81 H R 4273 81 H R 1584 81 H R 2438

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