

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 (e.g. Mercer IPE)	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

J Ma



Mercer Job Evaluation Manual:

The Enigmatic Realm of **Mercer Job Evaluation Manual**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Mercer Job Evaluation Manual** a literary masterpiece penned with a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of people who partake in its reading experience.

<https://splashdogs.com/public/book-search/index.jsp/Manual%20Hydro%20Power%20Design.pdf>

Table of Contents **Mercer Job Evaluation Manual**

1. Understanding the eBook Mercer Job Evaluation Manual
 - The Rise of Digital Reading Mercer Job Evaluation Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Mercer Job Evaluation Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Mercer Job Evaluation Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Mercer Job Evaluation Manual
 - Personalized Recommendations
 - Mercer Job Evaluation Manual User Reviews and Ratings
 - Mercer Job Evaluation Manual and Bestseller Lists

5. Accessing Mercer Job Evaluation Manual Free and Paid eBooks
 - Mercer Job Evaluation Manual Public Domain eBooks
 - Mercer Job Evaluation Manual eBook Subscription Services
 - Mercer Job Evaluation Manual Budget-Friendly Options
6. Navigating Mercer Job Evaluation Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Mercer Job Evaluation Manual Compatibility with Devices
 - Mercer Job Evaluation Manual Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Mercer Job Evaluation Manual
 - Highlighting and Note-Taking Mercer Job Evaluation Manual
 - Interactive Elements Mercer Job Evaluation Manual
8. Staying Engaged with Mercer Job Evaluation Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Mercer Job Evaluation Manual
9. Balancing eBooks and Physical Books Mercer Job Evaluation Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Mercer Job Evaluation Manual
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Mercer Job Evaluation Manual
 - Setting Reading Goals Mercer Job Evaluation Manual
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Mercer Job Evaluation Manual
 - Fact-Checking eBook Content of Mercer Job Evaluation Manual
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Mercer Job Evaluation Manual Introduction

Mercer Job Evaluation Manual Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Mercer Job Evaluation Manual Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Mercer Job Evaluation Manual : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Mercer Job Evaluation Manual : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Mercer Job Evaluation Manual Offers a diverse range of free eBooks across various genres. Mercer Job Evaluation Manual Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Mercer Job Evaluation Manual Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Mercer Job Evaluation Manual, especially related to Mercer Job Evaluation Manual, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Mercer Job Evaluation Manual, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Mercer Job Evaluation Manual books or magazines might include. Look for these in online stores or libraries. Remember that while Mercer Job Evaluation Manual, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Mercer Job Evaluation Manual eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Mercer Job Evaluation Manual full book , it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Mercer Job Evaluation Manual eBooks, including some

popular titles.

FAQs About Mercer Job Evaluation Manual Books

What is a Mercer Job Evaluation Manual PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Mercer Job Evaluation Manual PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. **How do I edit a Mercer Job Evaluation Manual PDF?** Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. **How do I convert a Mercer Job Evaluation Manual PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. **How do I password-protect a Mercer Job Evaluation Manual PDF?** Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Mercer Job Evaluation Manual :

manual hydro power design

manual honda s2000

manual honda cb125

manual home theater lenoxx ht 727

manual impresora epson l355

manual instrucciones iphone 4s

manual instrucciones samsung galaxy y

manual instruction of toyota land cruiser lx 470

manual gigabyte 8vm533m rz portugues

manual general de instrucciones sud

manual for toyota sewig machine spa34

manual hyundai tucson

manual iata 2015

manual for yukon denali 2009

manual ford mustang 2000

Mercer Job Evaluation Manual :

buy the improvement of the mind book online at low prices in - Jun 23 2022

web in this replica 1837 edition discover directions for the attainment of useful knowledge the different modes of learning compared observation reading instruction conversation and study notes on learning a foreign language dealing with disputes in a logical way enlarging the capacity of the mind and improving the memory

the improvement of the mind watts isaac 1674 1748 free - Oct 08 2023

web dec 31 2014 the improvement of the mind by watts isaac 1674 1748 publication date 1821 topics logic self culture education publisher london printed by w wilson for j bumpus holborn bars sharpe king street covent garden samms pall mall warren new bond street reilly lord street liverpool collection yorkuniversity toronto

the improvement of the mind watts isaac 1674 1748 free - Jun 04 2023

web the following pages contain the whole of the first part of dr watts s improvement of the mind

pdf the improvement of the mind by isaac watts perlego - Jan 31 2023

web watts i 2021 the improvement of the mind edition unavailable left of brain books available at perlego com book 2994882
the improvement of the mind pdf accessed 15 october 2022

improvement of the mind watts isaac 1674 1748 archive org - Sep 07 2023

web sep 2 2008 improvement of the mind watts isaac 1674 1748 free download borrow and streaming internet archive

improvement of the mind nov 05 2017 edition open library - Dec 30 2022

web nov 5 2017 improvement of the mind by watts isaac nov 05 2017 createspace independent publishing platform edition paperback

the improvement of the mind by issac watts goodreads - May 03 2023

web 4 09 54 ratings13 reviews rule i deeply possess your mind with the vast importance of a good judgment and the rich and inestimable advantage of right reasoning review the instances of your own misconduct in life think seriously with yourselves how many follies and sorrows you had escaped and how much guilt and misery you had prevented

the improvement of the mind by isaac watts open library - Nov 28 2022

web the improvement of the mind by isaac watts 1819 published by evert duyckinck no 68 water street edition in english

improvement of the mind english edition isaac watts 2023 - Feb 17 2022

web their game to keep improving to solve this puzzle this book presents a theory of continuous improvement that explains how experts use conscious strategies to update and improve motor execution in training contexts and stabilise performance under highly pressurised conditions it argues that expertise is characterised by an attentional

the improvement of the mind isaac watts from the improvement - Mar 01 2023

web summary faraday frequently acknowledged the importance of isaac watts s mid eighteenth century handbook for self improvers for his own views on mental discipline and the development of the faculties

the improvement of the mind isaac watts google books - Jul 05 2023

web the improvement of the mind author isaac watts edition 2 published 1743 original from the bavarian state library digitized oct 8 2008 export citation bibtex endnote refman

the improvement of the mind watts isaac amazon com tr kitap - Aug 26 2022

web in this replica 1837 edition discover directions for the attainment of useful knowledge the different modes of learning compared observation reading instruction conversation and study notes on learning a foreign language dealing with disputes in a logical way enlarging the capacity of the mind and improving the memory

improvement of the mind internet archive - Aug 06 2023

web asketchofthelifeoftheauthor isaacwatts d d tmenglishdissenting lf rpr manand poet wa8bornin southampton july17 1 74 anddiedin london november2o 174 s he wa

the improvement of the mind to which is added a discourse on - Oct 28 2022

web the improvement of the mind to which is added a discourse on the education of children and youth by watts isaac 1674 1748 english remnants of time employed in prose and verse or short essays and composures on various subjects p openlibrary edition ol24589463m openlibrary work ol15645678w page progression lr pages 438

improvement of the mind watts isaac amazon com tr kitap - May 23 2022

web improvement of the mind watts isaac amazon com tr kitap kitap aile ve yaşam kişisel gelişim gönderici gönderici book depository united kingdom

the improvement of the mind to which is added a discourse - Mar 21 2022

web the improvement of the mind to which is added a discourse on the education of children and youth watts isaac amazon com tr kitap Çerez tercihlerinizi seçin Çerez bildirimimizde ayrıntılı şekilde açıklandığı üzere alışveriş yapmanızı sağlamak alışveriş deneyiminizi iyileştirmek ve hizmetlerimizi sunmak için gerekli

the improvement of the mind to which is added a discourse - Apr 21 2022

web the improvement of the mind to which is added a discourse on the education of children and youth watts isaac amazon com tr kitap

the improvement of the mind 1826 edition open library - Jul 25 2022

web the improvement of the mind by isaac watts 1826 printed and sold by james loring no 132 washington street edition in english loring s third boston edition

the improvement of the mind isaac watts google books - Sep 26 2022

web mar 1 2007 the improvement of the mind isaac watts cosimo inc mar 1 2007 philosophy 452 pages this work a follow up to his enormously successful 1724 book logic also available from cosimo was first published

the improvement of the mind by isaac watts open library - Apr 02 2023

web sep 15 2020 the improvement of the mind or a supplement to the art of logick containing a variety of remarks and rules for the attainment and communication of useful knowledge in religion in the sciences and in common life 1768 james buckland thomas longman etc in english 5th ed

foundations in personal finance 12 chapter college edition - Dec 30 2021

feb 22 2023 foundations in personal finance answer key teaching this course is like teaching a part of my heart the students in my classes have opportunities and assets

foundations in personal finance final exam flashcards - Apr 14 2023

study with quizlet and memorize flashcards containing terms like 1 2 3 4 5 chapters 1 3 test personal finance and more

foundations in personal finance answer key personal financial - Mar 01 2022

foundations in personal finance is a turn key academic curriculum that engages students and teaches them practical and relevant financial skills what it s about foundations in

foundations in personal finance chapter 9 answer key pdf - Aug 06 2022

aug 7 2023 foundations in personal finance chapter 5 answer key pdf introduction studying personal finance is an essential aspect of life that every student should take

foundations in personal finance answers personal financial - Jan 31 2022

jul 11 2023 foundations in personal finance answers play a crucial role in helping students grasp the key concepts and principles of personal finance by understanding and applying

foundations in personal finance chapter 8 test answers quizlet - Jun 16 2023

dmurphyx3 terms in this set 35 long term investments properly diversified include the following mutual funds growth growth and income international aggressive growth which of

dave ramsey foundations in personal finance chapter 1 - Feb 12 2023

foundations in personal finance chapter 3 test study questions 4 8 8 reviews what are the consequences of overdrawing your checking account click the card to flip bounced

foundations in personal finance chapter 3 answer key pdf - Sep 07 2022

jan 02 2022 read book dave ramsey answer key chapter 6 session answer key from 2018 19 dave ramsey s envelope system explained pros cons and 4 foundations in personal finance dave ramsey a personal money management expert is an extremely popular national radio personality and solution manual and test bank for you 2018 2019

dave ramsey foundations in personal finance high school edition answer key - Jul 05 2022

aug 7 2023 to help you succeed in mastering this chapter we have created an answer key pdf for foundations in personal finance chapter 6 this blog post will guide you through the

foundations in personal finance chapter 3 test study - Dec 10 2022

jan 1 2008 5 0 out of 5 stars looking for the answer key to this edition great course on personal finance

foundations in personal finance answer key mp - Oct 28 2021

foundations in personal finance college edition 1st - Jan 11 2023

with expert solutions for thousands of practice problems you can take the guesswork out of studying and move forward with confidence find step by step solutions and answers to

foundations in personal finance workbook amazon com - Oct 08 2022

foundations in personal finance is a comprehensive financial literacy course designed to teach individuals and families the

skills and knowledge necessary to make sound financial

the unlikely homeschool dave ramsey s foundations - Mar 13 2023

replace money with money truths money you don t have to spend more than you make just to look good in front of your friends satisfaction when you manage money well

foundations in personal finance chapter 1 flashcards quizlet - Aug 18 2023

study with quizlet and memorize flashcards containing terms like why should students learn about personal finance what are key components of financial planning what best

foundations in personal finance high school curriculum - Apr 02 2022

oct 28 2017 foundations in personal finance dave ramsey on amazon com out of 5 starslooking for the answer key to this edition great course on personal finance

foundations in personal finance chapter 5 answer key pdf - Jun 04 2022

the foundations in personal finance high school curriculum consists of 13 chapters of essential personal finance principles like how to budget save avoid debt invest be a wise

foundations of finance 9th edition solutions and answers - Nov 09 2022

fill foundations in personal finance chapter 3 answer key pdf edit online sign fax and printable from pc ipad tablet or mobile with pdffiller instantly try now

foundations in personal finance chapter 6 answer key pdf - May 03 2022

oct 11 2017 view foundations of personal finance 9th edition s products description contents samples and correlations foundations in personal finance high school edition

things should know about foundations in personal finance - Nov 28 2021

dave ramsey foundations in personal finance chap 2 - Jul 17 2023

a persistent rise in the price of goods and services over a period of time or the persistent decline in purchasing power of money time value of money the principle that a certain amount of

foundations in personal finance welcome to mr - May 15 2023

4 foundations in personal finance dave ramsey a personal money management expert is an extremely popular national radio personality and author of the new york times best sellers

teacher support where to find answer keys ramsey education - Sep 19 2023

find the answer keys for activities tests and quizzes in the teacher resources section of the foundations in personal finance high school middle school and entrepreneurship courses

authorization letter to sell property sample letters - Aug 23 2023

web i acknowledge agent as specify exclusive non exclusive authorization type for marketing negotiating and selling the property being my official agent in this sale agent shall have the powers to market and negotiate the sale of the property according to their professional opinion any choices made by agent will be as if i made them

buyer mandate letter to an agent example 2022 admin iiusa - Jan 04 2022

web buyer mandate letter to an agent example 1 buyer mandate letter to an agent example buying a home in france federal mandate relief for state local and tribal governments louisiana reports the law of documentary letters of credit in comparative perspective federal mandate relief for state local and tribal governments

buyers mandate petroleum contract pdf breach of - Jun 21 2023

web 1 the mandate hereby granted shall be 1 1 an open mandate that is an authority to source the petroleum not limited to one agent where commission is payable to the agent whose buyers offer is accepted or 1 2 a sole mandate that is a mandate appointing only one agent but not precluding the buyer from personally sourcing the

buyer mandate letter to an agent example pdf ams istanbul edu - May 08 2022

web buying the earth buyer mandate letter to an agent example downloaded from ams istanbul edu tr by guest ashtyn cayden remedies for international sellers of goods 2009 iii lulu com full of information on seeking buying and developing property abroad includes details on real estate agents renovation utilities and home security

agent appointment letter template 14 sample letters - Nov 14 2022

web sales agent appointment letter is often prepared by the sales agent and enables your client to appoint the agent to negotiate the terms of sale for a specified property with potential customers on behalf of the client the letter should indicate the authority assigned to the agent types of deals and terms or conditions for sale

sample agent appointment letters 16 examples templates - May 20 2023

web an agent appointment letter also known as an employment letter or a job offer letter is a document prepared by a company or organization to appoint a needed agent as an employer you may appoint a sales agent booking agent or even a real estate agent to help out in your company

buyer agent sample clauses law insider - Oct 13 2022

web sample clauses buyer agent as a buyer agent the licensee and the licensee s company work exclusively for the buyer tenant even if paid by the seller landlord the buyer agent must act in the buyer tenant s best interest including making a continuous and good faith effort to find a property for the buyer tenant except while the buyer

buyer mandate letter to an agent example pdf learn copyblogger - Jun 09 2022

web is really remarkable this extraordinary book aptly titled buyer mandate letter to an agent example compiled by a very

acclaimed author immerses readers in a captivating exploration of the significance of language and its profound affect our existence throughout this critique we will delve to

free buyer agency agreement pdf word eforms - Apr 19 2023

web aug 2 2023 a buyer agency agreement is between a real estate broker seller s agent that agrees to represent a buyer in a real estate transaction the seller s agent and the buyer will enter into the agreement either on an exclusive or non exclusive basis before any properties are shown to the buyer

mandate template form fill out and sign printable pdf template - Feb 17 2023

web mandate letter sample explore the easiest way to report your miscellaneous compensations complete fillable sample mandate letter to represent company with signnow in minutes

your guide to writing a buyer s agent termination letter - Mar 06 2022

web aug 16 2022 when a buyer broker agreement is signed there is a term length that you are committing to usually 6 months but this could be anywhere between 30 days and one year if the agent is pushing back on terminating the relationship or if you want to avoid the hassle rhyne says it s simpler to just let the time expire

buyer mandate letter to an agent example - Aug 11 2022

web 4 buyer mandate letter to an agent example 2023 09 02 and fail less often than companies that don t this authoritative reference is packed with everything you need to get started so why not get in on the game while the going is good gets you up to speed on the lingo of international business shows you how to follow guidelines for developing

buyer mandate letter to an agent example download only - Apr 07 2022

web federal mandate relief for state local and tribal governments buyer mandate letter to an agent example downloaded from dev ithakahp com by guest johnson ballard

purchasing agent cover letter example kickresume - Feb 05 2022

web mar 18 2020 555 555 5555 hello kickresume com lbn technologies inc manchester united kingdom 18 03 2020

application for the position of purchasing agent dear sir madam thank you for the opportunity to apply for the purchasing agent job within lbn technologies inc in manchester

letter of appointment as agent mandate - Jan 16 2023

web letter of appointment as agent mandate hereby appoint and authorise currency partners pty ltd registration number 2015 374045 07 the agent to be our agent on the following terms

get the free seller mandate letter sample form pdf filler - Dec 15 2022

web a seller mandate letter sample is a template or example of a letter that outlines the agreement and authority given to a seller or selling agent to negotiate and complete a transaction on behalf of a seller

[exclusive buyer s sole mandate miltons law za](#) - Jul 22 2023

web cpa compliant version 1 exclusive buyer s sole mandate the word mandate means permission and authority and amounts to an agreement the words exclusive sole mean that the seller shall not be permitted to purchase property through the buyer s own activities or through the activities of any other estate agent during the period of this

[mandate letter sample fill online printable fillable blank](#) - Mar 18 2023

web sample mandate letter to represent company is ready when you re ready to send it out with pdf filler you can send it out securely and get signatures in just a few clicks pdfs can be sent to you by email text message fax usps mail or notarized on your account

[buyer mandate letter to an agent example download only](#) - Jul 10 2022

web buyer mandate letter to an agent example 5 5 states courts in operating the two systems in financing the international trade transactions and covering the concurrent application the advantages and disadvantages and the problems of each system this book also gives a particular challenge to the fraud in international trade and considers the

buyer mandate letter to an agent example blog enterpryz - Sep 12 2022

web buyer mandate letter to an agent example letter to seller from buyer template examples letter mandate letter to the people of saskatchewan the best and most effective script ever tom ferry show episode 127 video part 1 to all brokers and buyer mandate pls pay attention to this video

[get the free mandate letter format broker pdf filler](#) - Dec 03 2021

web pdf filler has made filling out and signing mandate letter sample form easy the solution is equipped with a set of features that enable you to edit and rearrange pdf content add fillable fields and sign the document

exclusive buyer mandate agreement pdf real estate broker - Sep 24 2023

web exclusive buyer mandate agreement uploaded by flextechvip the buyer hereby gives you the exclusive and irrevocable right to act as our agent for 30 days and can be automatically extended in writing for the purpose of this buyer mandate agreement buyer includes purchaser and a seller includes a vendor or a prospective seller or

buyer mandate letter to an agent example download only - Nov 02 2021

web buyer mandate letter to an agent example downloaded from search upcode com by guest elaine dennis the scots digest of scots appeals in the house of lords from 1707 and of the cases decided in the supreme courts of scotland 1800 to 1873 sweet maxwell polyandry getting a husband to support