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CHAPTER 4

JOB ANALYSIS

Overview

This chapter describes a key component of the pay model—job analysis. Job analysis is a systematic method that focuses on describing the differences and similarities among jobs *within an organization*. An equitable internal pay structure has two hallmarks: to encourage employee behaviors to help achieve an organization's objectives and to foster a sense of fairness among employees. One of the *first strategic pay decisions* is how much to align a pay structure internally compared to aligning it with external market forces. This is not an either/or issue—not achieving internal alignment versus alignment with external market forces. Rather, the strategic decision focuses on sustaining the *optimal balance of internally aligned and externally responsive* pay structure that helps the organization achieve its mission. Pay system design involves determining how much to emphasize a pay structure that is internally aligned with the work performed, the organization's structure, and its strategies.

The next decision focuses on whether job and/or individual employee characteristics will be the basic unit of analysis supporting the pay structure. This is followed by deciding what job information will be collected, what method(s) will be used to collect the information, and who should be involved in the data collection process. A discussion of the approach to summarize job data via a job description and job specifications is provided. The issues of the susceptibility of various jobs to offshoring and comparability across nations in relation to job analysis are discussed.

The chapter concludes by discussing the controversy surrounding the relevance of the traditional

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Illustrates that leaders promote employees honesty and creativity Reveals how corruption expands prospect theory to a global level Explores the contexts to achieve balanced aspirations and serenity Investing in People John W.

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Human Resource Management in Local Government James Ansel Buford, James R. Lindner, 2002. This book represents a unique approach to human resource management that addresses two important needs. First, the book answers the need for a practical guide for local government HR management. The authors detail applications and techniques required in this working environment. Second, the book answers the need for an instructional text that accurately presents the local government HR manager's role and everyday activities. The American Economic Review, 2000. **Papers and Proceedings of the Annual Meeting** American Economic Association, 2000.

Essentials of Managing Human Resources Eileen B. Stewart, 2001. **Human Resource Management** John M. Ivancevich, 2007. Ivancevich's Human Resource Management 10e takes a managerial orientation that is it takes the position that HRM is relevant to managers in every unit, project, or team. Managers are constantly faced with HRM issues, problems, and decision making, and the text's primary goal is to show how each manager must be a human resource problem solver and diagnostician. This book pays attention to the application of HRM approaches in real organizational settings and situations. Realism, understanding, and critical thinking were important in the revision. Students and faculty alike have identified readability and relevance as key strengths of the text. It provides a book that stimulates ideas and keeps all users up to date on HRM thinking and practice.

The Compensation Handbook Milton L. Rock, Lance A. Berger, 1991. The day of the automatic merit pay rise and cost of living increase is over. Today's focus is on performance-based approaches to compensation and benefits that will effectively support the present and future requirements of the corporation. **Human Resource Management** H. John Bernardin, Joyce E. A. Russell, 1992. This core course book combining a human resources management text with original experiential exercises emphasizes the development of student skills and competencies. It provides comprehensive coverage of the key areas of HRM theory and practice and includes a wide array of contemporary HRM issues such as sexual harassment, drug and personality testing, and human diversity in the workplace.

Human Resource Strategy: A Behavioral Perspective for the General Manager George F. Dreher, Thomas W. Dougherty, 2001-02-07. This is a new kind of human resource management text because it is written with the general manager in mind. The text provides a base of key organizational behavior material on why employees behave as they do and how to promote behavior required to implement a focused business strategy using staffing, development, and reward systems. Organized around the concept of creating integrated HRM systems, students first learn about the processes that explain work behaviors. Students are then acquainted with key issues such as linking HRM systems to a firm's business strategy. That

knowledge is then used to design an integrated set of HRM practices promoting the behaviors needed for a particular organization. The text provides detailed and practical examples of the entire process of assessing an organization and designing integrated staffing, development, and reward practices. As a result, students become better informed consumers of the specialized services provided by in-house human resource professionals and outside consultants and gain insight into how to translate theory into practice.

Profit Sharing and Gain Sharing J.L. Kellogg Graduate School of Management, Profit-Sharing Research Foundation, 1990-09 contains a great deal of data and some interesting ideas, a very good job of pointing out what is required to get maximum advantage of gain sharing and profit sharing as well as the reasons for the failure of most of the plans.

PERSONNEL PSYCHOLOGY Compensation Management Richard I. Henderson, 1985

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