

**MICHAEL ARMSTRONG**

# **ARMSTRONG'S JOB EVALUATION HANDBOOK**

**A guide to achieving fairness and  
transparency in pay and reward**

# The Job Evaluation Handbook

**Armstrong, Baron**



## **The Job Evaluation Handbook:**

**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

**Armstrong's Job Evaluation Handbook** Michael Armstrong, 2018-04-03 Job evaluation is key to ensuring that employees are compensated fairly for their work It is therefore essential that HR professionals have a robust process in place so that pay and reward are transparent and defensible within teams and across departments Armstrong's Job Evaluation Handbook gives HR professionals all the tools they need to assess which approach to job evaluation is most suitable how to implement it and how to maintain it Packed with case studies from leading organizations such as Microsoft Vodafone and the NHS this guide will provide HR professionals with the ability to answer key questions such as how can we decide what is fair to pay our staff how can we make sure that work of equal value receives equal pay and how can we make sure that our salaries remain competitive in the market Armstrong's Job Evaluation Handbook covers everything needed to put effective job evaluation processes in place including analytical matching and market pricing developing job grades and defining pay structures There is also coverage of the latest trends and issues in job evaluation such as the decline in points rated systems and the use of levelling by consultants Underpinned by original research this is a book that no HR department can afford to be without **Job Evaluation Handbook 1995** Armstrong, Baron, 2000-02-01 **Job Evaluation Handbook**, 2003

*NHS Job Evaluation Handbook* Great Britain. Department of Health, 2004 *NHS Job Evaluation Handbook* Scotland. Scottish Executive, 2004-12-20 [NHS job evaluation handbook](#) Department of Health, 2010 This version has now been superseded by the 4th edition 2013 This version of the Job Evaluation JE Handbook incorporates NHS Staff Council advice which has been published since the second edition of the Handbook as well as the factor plan and procedures to implement job evaluation JE in your organisation 1 Introduction to Job Evaluation 2 The status of additional guidance 3 Mainstreaming Job Evaluation 4 Merger and reconfiguration of health service organisations 5 Factor plan and guidance notes 6 Job Evaluation weighting and scoring 7 Job Evaluation weighting scheme scoring chart 8 Job Evaluation band ranges 9 Guide to the use of profiles 10 Job descriptions and Agenda for Change 11 Matching procedure 12 Hybrid matching evaluation procedure 13 National protocol for local evaluation 14 Consistency checking 15 Blocked local matching evaluation consistency checking protocol 16 Glossary [Job Evaluation Handbook](#), 1998 **Job Evaluation** Mack D. Harbour, 1972

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**Handbook of Job Evaluation Design** Compensation Institute, 1982

*Evaluation Handbook for Professional Support Personnel* James H. Stronge, 1995

**Practical Job Evaluation** Philip Weldon Jones, 1948

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