



Valuing Roles: How to Establish Relative Worth

Michael Armstrong, Ann Cummins

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Organizations have different drivers that influence how roles and jobs are evaluated and rewarded. *Valuing Roles* offers practical advice and highlights the benefits and risk of the different approaches businesses can use. It shows how job evaluation intersects with pay-related processes, systems and policies.

Valuing Roles examines the 'why' and 'how' behind the concept. It provides:

- * An overview of the approaches and current issues
- * An outline of the methodology
- * A guide to designing and implementing a scheme and structures
- * Coverage of topics such as equal pay and marketing pricing

It also includes international case studies, flowcharts, checklists, templates, and an analysis of a job evaluation survey carried out in 2007 by e-reward.

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