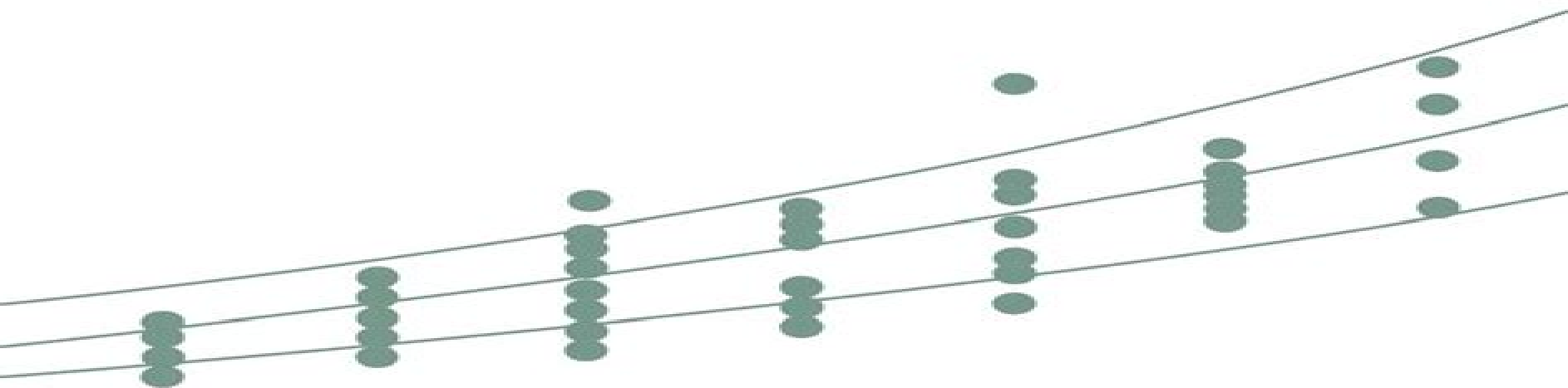




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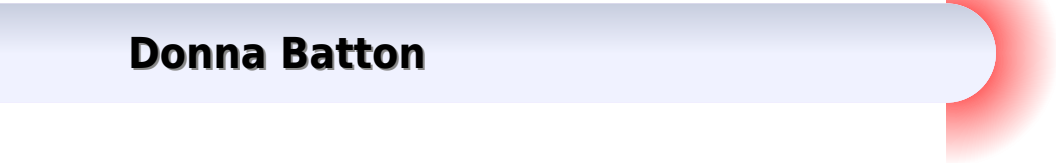
A Practical Guide to Compensation Analysis



JOHN H. DAVIS

Statistics For Compensation A Practical Guide To Compensation Analysis

Donna Batton



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Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact. While most human resources HR practitioners are familiar with basic adverse impact analysis, the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities. Employment data are often complicated and can include a broad array of employment actions e.g. selection, pay, promotion, termination, as well as data that span multiple protected groups, settings, and points in time. In the era of big data, the HR analyst often has access to larger and more complex data sets relevant to employment disparities. Consequently, an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses. This book brings together the diverse literature on disparity analysis spanning work from statistics, industrial/organizational psychology, human resource management, labor economics, and law to provide a comprehensive and integrated summary of current best practices in the field. Throughout, the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies. The book provides guidance on all phases of disparity analysis, including: How to structure diverse and complex employment data for disparity analysis; How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection, promotion, compensation, termination, and other employment outcomes; How to interpret results in terms of both practical and statistical significance; Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues.

Human Resource Management Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich, 2015-09-16 Sound HRM practices matter; they are a sine qua non of effective governance in democratic government, equally so at the local, regional, state, and national levels of government. The NASPAA Network of Schools of Public Policy, Affairs, and Administration accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels. These competencies include skills to lead and manage in public governance, to participate in and contribute to the policy process, to analyze/synthesize, think critically, solve problems, and make decisions, to articulate and apply a public service perspective, and to communicate and interact productively with a diverse and changing workforce and citizenry. This second edition of *Human Resource Management* is designed specifically with these competencies in mind to introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes. Provide exercises to give students practice for their skills after being introduced to the theory, foundation, and practices of public and nonprofit sector HRM. Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature. Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management, especially diversity, ethics, and technology. Demonstrate and describe differences among HRM

practices in public for profit and nonprofit organizations and between the levels of government Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools Thus students will consider the issues purposes and techniques of HRM and conceptualize how varied their roles are or will be whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems Each chapter includes a thorough review of the principles and practices of HRM including the why and the how selected readings important themes diverse examples key terms study questions applied exercises case studies and examples of forms and processes would be managers will encounter in their roles

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