



Occupational Job Evaluation: A Research-Based Approach to Job Classification

Wilfredo Manese

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One of the most difficult questions facing human resource managers in both the public and private sectors is how to determine the relative worth of different types of jobs and to set compensation accordingly. A recent innovation developed at the Bell System and field-tested by Northwestern Bell offers the most comprehensive and practical approach to this problem yet devised. Occupational Job Evaluation (OJE) reduces job content to a numerical scale that provides a common denominator for evaluating diverse positions. Written by a human resources specialist who was directly involved in the development and testing of OJE, this book offers a complete analysis of the system together with data on its application and potential uses outside the telecommunications industry.

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