**Phase 4 DB: Outline of 4 IP**

**HRMT415-1702B-02**

**Professor Mallory**

1. Introduction
2. Job Analysis used by the organization
	1. Reasons why it is effective
	2. Reasons why it is ineffective
3. Methods of job evaluations
	1. Ranking
	2. Point System
	3. Data driven
	4. Comparison
4. Recommendations for improving validity of the data gained
5. Candidate selection
	1. Job descriptions
	2. Job tasks
	3. Candidate criteria
6. Compensation
	1. Direct
	2. Indirect
	3. Challenges
		1. Internal pay
		2. External pay equity
		3. Rates
		4. Scales
		5. Market position
	4. Solutions
7. Conclusion
8. References