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building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior of the second edition of this groundbreaking reference text analyzes of from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of of to facilitate greater viability and

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cet ouvrage a pour objectif de montrer et d analyser les principaux éléments contextuels aux États unis au canada et au québec qui ont permis la création et l évolution de la méthodologie d évaluation et des méthodes d évaluation des emplois pour qu elles deviennent aujourd hui un outil fondamental dans la mise en œuvre de l équité salariale la reconnaissance de la valeur du travail à prédominance féminine par la prise en compte de ces caractéristiques dans les méthodes d évaluation résulte d un long parcours historique les limitations conceptuelles les préjugés et les interventions politiques ont parfois ralenti sa progression Également la mise en œuvre d une structure salariale sans égard au genre est tributaire de l importance d intégrer dans le système de rémunération de l entreprise les règles procédures et méthodes d évaluations utilisées pour réaliser l équité salariale bref ces efforts sont vains si l équité salariale n est pas instituée en entreprise

a balance of practical and applied material which also underpins the crucial theoretical concepts that are being applied in today s human resources for undergraduate graduate courses in human resource management

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