

Self-evaluation and pay discrimination



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22nd November Self-evaluation and pay discrimination Question Self evaluation is a vital process that entails grouping of employees that are similarly situated. According to Office of Federal Contract Compliance Program (OFCCP), similarly situated employees are the ones that perform similar work, have same responsibility, equal qualification and skills or occupy same positions in the work place. If a contractor meets the general standard for self evaluation, the first step that the OFCCP adopts is to assess whether the employer self evaluation program is at par with the voluntary guidelines. If the employers self evaluation program meets the general requirements, OFCCP considers that the contractor as having complied with the Executive Order 11246. However, the employer may be asked to make some modification in his self evaluation program incase it does not meet the general standards. The third step is that OFCCP reviews the documents that the contractor keeps to undertake the self-evaluation program. After the review of the documents, a technical team is employed by OFCCP to determine whether the contractor self-evaluation program complies with the general standards as speculated by the voluntary guidelines provided by OFCCP (Rosen 19). This is followed by treating the information provided by the contractor as confidential. This implies that the information cannot be released to the public as long as the contractor is in the business. To ensure that the contractors self-evaluation program is effective, OFCCP allows the contractor to certify the compliance of his program with 41 CFR 60-2. 17(b) (3) in order to avoid legal disputes. However, this is undertaken when the contractor produces the results of the self evaluation program to OFCCP.

Question 2

To conduct an evaluation, our company must maintain documents that

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indicate justification of its decisions with respect to Similarly Situated Employee Groupings (SSEGs). Additionally, statistical data that depicts the results of the two years statistical analyses must be provided to OFCCP. In case of disparities, the company must retain the documents that were used in any follow-up investigation. Such documents must be retained for two years. For an effective self evaluation program, the company should form a SSEGs that involves 30 employees with extra 5 members representing non-minority/ minority or male or female. With an all inclusive employees groupings, Rosen 26 argues that an employer will effectively undertake a self evaluation program that will ensure adoption of motivation factors focused at improving the performance of the employees.

Question 3

Before undertaking the self evaluation project, it is imperative for a manager to consider various factors. For instance, the expected value gained from the process. Based on the time and the extensive self evaluation process, it is vital to ensure that the benefits derived from the process outshine the expenditure both financially and time. Additionally, due to lack of adequate self evaluation skills, a manager may consider outsourcing the process thus ensuring qualified and skilled personnel undertakes the process. In this way, the risks that may interfere with the process will be adequately addressed.

Works Cited

Johnson, Rosen. Getting to the core of self-evaluation: A review and recommendations. *Journal of Organizational Behavior*, 2008, 29(3), 391-413.