

# **Federal Job Classification: Comparison of Job Content with Grades Assigned in Selected Occupations: Ggd-96-20**



**Federal Job Classification: Comparison of Job Content With Grades Assigned in Selected Occupations: GGD-96-20**

**U.S. Government Accountability Office (GAO)**

Filesize: 6.87 MB

## **Reviews**

*Definitely one of the best book We have at any time go through. It is actually filled with wisdom and knowledge I am quickly could get a delight of studying a published book.*  
*(Dr. Kim Bergnaum)*

## FEDERAL JOB CLASSIFICATION: COMPARISON OF JOB CONTENT WITH GRADES ASSIGNED IN SELECTED OCCUPATIONS: GGD-96-20

[DOWNLOAD PDF](#)

BiblioGov. Paperback. Book Condition: New. This item is printed on demand. Paperback. 152 pages. Dimensions: 9.7in. x 7.4in. x 0.3in. Pursuant to a congressional request, GAO reviewed the relationship between job content and General Schedule (GS) grades assigned using the Factor Evaluation System (FES), focusing on whether the relationship varied on the basis of the proportion of women and minorities in various occupations. GAO found that: (1) the difference between actual GS grades and the grades based on job content under FES was directly related to female and minority representation in nonsupervisory positions reviewed; (2) the likelihood of a position being overgraded increased as the incumbents GS grades increased, but there was no correlation between undergrading and GS grades; (3) occupations with high female representation were more likely to be undergraded than those occupations with medium or low female representation; (4) occupations with high minority representation were more likely to be overgraded than those occupations with medium or low minority representation; (5) classification experts believed that FES did not place sufficient value on the physical demands and working conditions of certain specialist occupations with high minority representation, which caused them to be overgraded on a strict FES basis; (6) private sector wage levels may have resulted in overgraded positions in computer-related occupations; (7) the Office of Personnel Management (OPM) needs to monitor its development of a new federal job classification system to ensure that disparities are identified and addressed; and (8) OPM has established a new oversight office which will conduct a governmentwide classification study. This item ships from La Vergne, TN. Paperback.

[Read Federal Job Classification: Comparison of Job Content with Grades Assigned in Selected Occupations: Ggd-96-20 Online](#)[Download PDF Federal Job Classification: Comparison of Job Content with Grades Assigned in Selected Occupations: Ggd-96-20](#)

## You May Also Like

---



### **Molly on the Shore, BFMS 1 Study score**

Petrucci Library Press. Paperback. Book Condition: New. Paperback. 26 pages. Dimensions: 9.7in. x 6.9in. x 0.3in.Percy Grainger, like his contemporary Bela Bartok, was intensely interested in folk music and became a member of the English...

[Download eBook »](#)

---



### **Memoirs of Robert Cary, Earl of Monmouth**

BiblioLife. Paperback. Book Condition: New. This item is printed on demand. Paperback. 142 pages. Dimensions: 8.0in. x 5.0in. x 0.3in.The Author of the Memoirs. The Memoirs here presented to the reader may be said to...

[Download eBook »](#)

---



### **Yearbook Volume 15**

RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 58 pages. Dimensions: 9.7in. x 7.4in. x 0.1in.This historic book may have numerous typos and missing text. Purchasers can usually download a free...

[Download eBook »](#)

---



### **Kindle Fire Tips And Tricks How To Unlock The True Power Inside Your Kindle Fire**

CreateSpace Independent Publishing Platform. Paperback. Book Condition: New. This item is printed on demand. Paperback. 52 pages. Dimensions: 9.0in. x 6.0in. x 0.1in.Still finding it getting your way around your Kindle Fire Wish you had...

[Download eBook »](#)

---



### **Just So Stories**

CreateSpace Independent Publishing Platform. Paperback. Book Condition: New. This item is printed on demand. Paperback. 114 pages. Dimensions: 9.0in. x 6.0in. x 0.3in.The Just So Stories for Little Children were written by British author Rudyard...

[Download eBook »](#)

**No Friends?: How to Make Friends Fast and Keep Them (Paperback)**

Createspace, United States, 2014. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Do You Have NO Friends ? Are you tired of not having any

[Save eBook »](#)

---

**The Case of the Hunchback Hairdresser Criss Cross Applesauce**

Gallopade International. Paperback. Book Condition: New. Paperback. 54 pages. Dimensions: 7.5in. x 5.0in. x 0.2in.When you purchase the Library Bound mystery you will receive FREE online eBook access! Carole Marsh Mystery Online eBooks are an

[Save eBook »](#)

---

**Early National City CA Images of America**

Arcadia Publishing. Paperback. Book Condition: New. Paperback. 128 pages. Dimensions: 9.1in. x 6.4in. x 0.4in.Below the surface of bustling National City lies the story of olive and citrus orchards, grand Victorian homes, great wealth, and

[Save eBook »](#)

---

**DK Reader Level 4 Extreme Machines DK READERS**

DK CHILDREN. Paperback. Book Condition: New. Paperback. 48 pages. Dimensions: 9.0in. x 5.9in. x 0.2in.They were built to conquer land, sea, and air. Read about the biggest, fastest, most incredible machines in the world. These

[Save eBook »](#)

---

**Index to the Classified Subject Catalogue of the Buffalo Library; The Whole System Being Adopted from the Classification and Subject Index of Mr. Melvil Dewey, with Some Modifications . (Paperback)**

Rarebooksclub.com, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This historic book may have numerous typos and missing text. Purchasers can usually

[Save eBook »](#)