



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

By -

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...



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