paper -https://www.erieri.com/pdf/skillbasedpay.pdf

skill based pay

This paper mainly focuses on advantages and disadvantages of skill based jobs.

when jobs were based on skills, it improves employee flexibility and decrease the cost of doing business.

when there are new changes in the project, those can be handled with limited set of people

employees are concerned about learning new skill set rather than focussing on moving to higher job classifications.

A drawback can be if employee were trained on a particular skill and if it is not usable immediately, it incurs loss to company.

Also there can be employees who lacks the motivation to learn new skills and these people negate the value of skill based.

Develop a plan - find vch skills are required and acquire people

Skill-based plans are not always used as standalone or whole systems, rather, they can be incorporated into

more traditional compensation plans. For example, base pay might be job-based while incentive plans are skill-based

A study (Jenkins, Ledford, Gupta, and Doty, 1992) published

in the World a tWork Journal in 1992 found skill based plans were successful on a number of metrics in as many as three-quarters of the plans. skill based plan did not get heightened

popularity till 1990.

paper 2 - http://econ.ucsb.edu/~pjkuhn/Research%20Papers/NLS\_NetSearch.pdf

internet ineffective ?

This paper is about internet effect on the job research. According to this paper due to the changes in internet in the last decade, people landed up in good jobs

after doing online search. Before that people acquired more jobs based on offline search ( like contacting relatives and friends).

few studies confirm that unemployment duration of people who does online search is very less ven compared to people who do offline search and

college graduates prefer to do online search ver as dropouts do not

But even few studies say that online search is not that effective due to shorter employment time

paper -3 - <http://ieeexplore.ieee.org/stamp/stamp.jsp?arnumber=1579569>

Matching People and Jobs: A Bilateral Recommendation Approach

According to this paper there are 2 recommendations for matching people and jobs –

According to this paper matching people to jobs should be bilateral – like we have to consider user preferences also.

One recommendation system – takes both user preferences and job requirements to give result qualified or not by taking input as user skill set-

2nd recommendation system - system that recommends jobs to candidates based on

their preference profiles which are in turn based on

previous preference ratings.- Expectation Maximization algorithm