

- evaluation -

ment invested a great deal of time and money on the installation and maintenance of this system?

The personnel manager claimed that job evaluation was important because it "systematises the whole personnel function". It was also, according to him, "invaluable in the face of union agitation" as it generated a "defensible, logical, scientific" pay structure which he hoped would, for those reasons, not be challenged by workers or the union. The union, in opposition to this, felt that job evaluation could not be seen as scientific and that it was important to attack such an assumption.

Far from eliminating conflict in collective bargaining management therefore increased the terrain of disagreement between them and the union by the introduction of the Paterson system.

(Cathy Mathews, Cape Town)

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