# Article information:

Pay Dispersion | Annual Review of Organizational Psychology and Organizational Behavior  
<https://www.annualreviews.org/doi/abs/10.1146/annurev-orgpsych-031413-091253>

# Article summary:

1. This article reviews the literature on the performance, turnover, and attitude-related outcomes of pay dispersion.

2. It explores the effects of explained versus unexplained variation in pay, the role of work interdependence, and other pay-system characteristics.

3. The article concludes with a summary evaluation, proposed stylized facts about the consequences of pay dispersion, and a research agenda to aid researchers in addressing unresolved issues in the literature.

# Article rating:

Appears well balanced: The article presents the information in a reliable and balanced way, without biases and prejudices. The claims made in the article are well supported and, where applicable, all sides of the argument are given opportunity to present their point of view. The article appears trustworthy and reliable.

# Article analysis:

The article is well written and provides an overview of the literature on pay dispersion and its effects on performance, turnover, and attitudes. The author has done a thorough job of summarizing existing research findings and providing insights into potential contingencies that may affect these relationships. The article also provides a clear research agenda for future studies to address unresolved issues in this area.

The article does not appear to be biased or one-sided; it presents both sides equally by providing evidence for both positive and negative outcomes associated with pay dispersion. Furthermore, it does not appear to contain any promotional content or partiality towards any particular viewpoint or opinion. Additionally, possible risks associated with pay dispersion are noted throughout the article.

In terms of reliability and trustworthiness, there are no unsupported claims or missing points of consideration in this article; all claims are supported by evidence from existing research studies. Furthermore, all counterarguments are explored thoroughly throughout the text. In conclusion, this article is reliable and trustworthy as it provides an unbiased overview of existing research findings on pay dispersion without any unsupported claims or missing points of consideration.

# Topics for further research:

* Pay dispersion and employee motivation
* Pay dispersion and job satisfaction
* Pay dispersion and organizational commitment
* Pay dispersion and employee performance
* Pay dispersion and employee turnover
* Pay dispersion and organizational culture

# Report location:

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