



# JOB EVALUATION AND PRICING

## CERTIFICATE COURSE

Employees need to feel that they are being paid a fair wage compared to the same job with the competition. If this is true, then it may help reduce staff turnover which is very beneficial for employers, as it reduces the cost of hiring new staff all over again.

JOB EVALUATION IS VERY CLOSELY  
RELATED TO REWARD MANAGEMENT.  
IT IS IMPORTANT TO UNDERSTAND  
AND IDENTIFY A JOB'S ORDER OF  
IMPORTANCE WITHIN AN  
ORGANIZATION TO REWARD IT.

JOB EVALUATION PROCESS  
IS STRICTLY OF THE JOB,  
AND NOT THE PERSON  
DOING IT.

## CONTACT US

### Meritt Learning Center

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# JOB EVALUATION AND PRICING

## SESSION PLAN

### JOB EVALUATION, ASPECTS OF JOB EVALUATION

Analysing the jobs and determining the relative internal value of each job vis-à-vis the other jobs in any organization.

### JOB EVALUATION METHODOLOGIES, JOB DESIGN

Design of a job evaluation plan, like job-to-job, job-to-scale etc.

### POINT RATING METHOD, LINKING JOB POINTS TO PAY POINTS

Here, we will consider some key aspects of the job as a sample to subjectively qualify (describe) and objectively quantify (measure) the same as much as possible. These are the job evaluation factors, also more commonly known as the 'Compensable Factors'.

### JOB EVALUATION AND PAY DETERMINATION

Consider relative scales between remuneration and job size, for both internal and external market comparisons.

#### Aspects of Job Analysis

Duties, Tasks, environment, Tools,, Stakeholder relations, Knowledge, Skill, Attributes, etc..

#### Methods:

Ranking (job-to-job)  
Classification (job-to-job)  
Factor comparison (job-to-scale)

**Point Rating system of job evaluation**, is the most widely used method, and hence forms the basis of most of the job studies and salary surveys in organizations.

### JOB PRICING, NARROW BANDING, BROAD BANDING

The completion of job evaluation does not signal the end of the wage and salary determination process.

The next logical step is the job pricing, which means assigning a rupee or a dollar amount for each of the jobs evaluated, keeping both internal and external equities in mind.

**When done, this would then conclude the job program exercise in the company.**

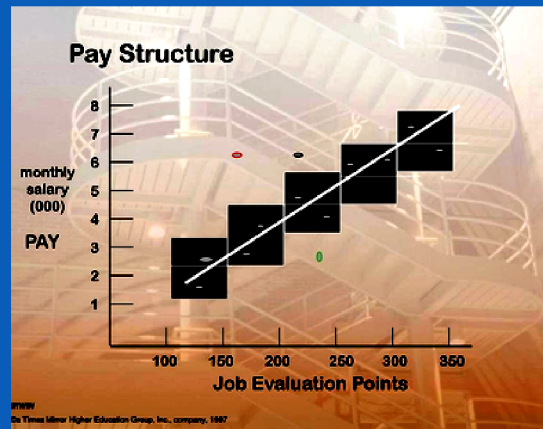
- Identifying Compensable factors
- Create Grade Levels and descriptors for every grade for every compensable factors
- Grading the job / role through Job Analysis
- Evaluate the job description based on 4 compensable factors and categorize them
- List out the positions in A1, A2, A3, A4 Grades

# WHAT YOU WILL LEARN

*Is from purely practical standpoint.*

*apply your learning in group exercises evaluating different job types in the context of an organisational structure*

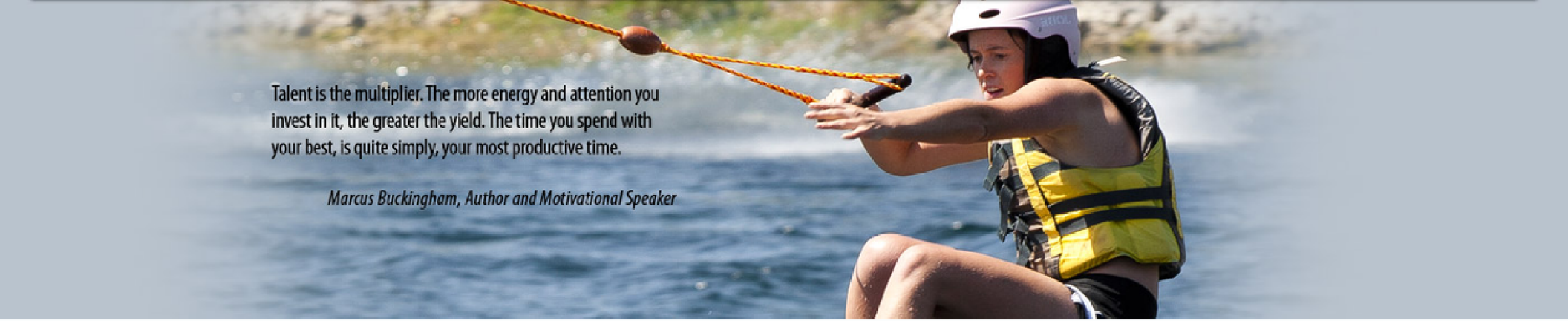
## Job Grading And Salary banding



- Fix Salary Grades, Min & Max range (consider market salary data / internal data)
- List out all the positions and the grades
- Benchmark Salary Data
- Fix monthly salary
- Fix Salary Range for 4 Grades (Min - Max)
- Create Scattergraph and Payline

**When done, this would then conclude the job program exercise in the company.**





Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. The time you spend with your best, is quite simply, your most productive time.

*Marcus Buckingham, Author and Motivational Speaker*

## What you will get?

Manual User Guide Book

Detailed Pre-reading material before the session

Recording of the session

Practical assignments during the session and follow-up assignments

On completion, you will receive "Job Evaluation Course Completion Certificate" with Grades.

Your Name will be listed in the Meritt Training Directory.



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