

# U of L Job Evaluation Manual

## **Introduction**

The purpose of this manual is to serve as a reference guide for the Hay Job Evaluation Methodology used to evaluate AUPC positions at the University of Lethbridge. This manual is not intended to be a training manual to prepare individuals to be job evaluators or to be a definitive resource on job evaluation methodology.

As the organization continually changes, the information in this manual may become outdated or new information may be added. Information in this manual will be updated as necessary.

For additional information, users of this guide may contact Human Resources at the University of Lethbridge at (403) 329-2274.

## **Job Evaluation System**

Job evaluation is the analysis and evaluation of work for the purpose of determining the relative value of jobs within an organization. Job evaluation may also provide valuable information for organizational analysis and for human resource planning and management strategies such as succession planning, performance management, compensation, etc.

For a job evaluation system to be effective, care must be taken in ensuring the system is as objective as possible. It is important that each job be evaluated on the basis of current, regular and on-going work conditions and job content. It is also essential that the focus of the evaluation process be on the purpose, scope and responsibilities of work assigned to the position, and not an incumbent's personal qualities or performance. In other words the focus is on the position and not the individual(s) in the position.

As jobs are very often affected in some way by organizational change, maintaining the job evaluation system requires that departments periodically review their organization design and structure to determine if significant changes have occurred. Any change in an organization's structure may alter the content of a job, which may result in an adjustment in the evaluation of the job. Ideally the position description should be updated every time there is a substantial change to a position's purpose, scope, and/or responsibilities.

## **Joint Committees**

The Job Evaluation Committee (JEC) shall meet to jointly evaluate AUPC positions. Membership on this committee is confined to management (Human Resources) and union (AUPC) ranks. Ideally, the JEC will be a representation from a cross-section of job classes to every extent possible. The JEC will evaluate all AUPC jobs in the workplace, as well as maintain the integrity of the Hay Plan. Job evaluation decisions shall be unanimous and deemed final and binding upon the Parties, subject to appeal procedures.

# Scoring National Joint Job Evaluation Users Manual

**Tao Wei**



## **Scoring National Joint Job Evaluation Users Manual:**

**Armstrong's Job Evaluation Handbook** Michael Armstrong, 2018-04-03 Job evaluation is key to ensuring that employees are compensated fairly for their work. It is therefore essential that HR professionals have a robust process in place so that pay and reward are transparent and defensible within teams and across departments. Armstrong's Job Evaluation Handbook gives HR professionals all the tools they need to assess which approach to job evaluation is most suitable, how to implement it and how to maintain it. Packed with case studies from leading organizations such as Microsoft, Vodafone and the NHS, this guide will provide HR professionals with the ability to answer key questions such as: how can we decide what is fair to pay our staff? how can we make sure that work of equal value receives equal pay? and how can we make sure that our salaries remain competitive in the market? Armstrong's Job Evaluation Handbook covers everything needed to put effective job evaluation processes in place, including analytical matching and market pricing, developing job grades and defining pay structures. There is also coverage of the latest trends and issues in job evaluation, such as the decline in points-rated systems and the use of levelling by consultants. Underpinned by original research, this is a book that no HR department can afford to be without. Industrial Job Evaluation Systems United States Employment Service, 1947 **The Methods and**

**Foundations of Job Evaluation in the United States** Air Force Joseph M. Madden, M. Joyce Giorgia, 1961 This report summarizes the history of job evaluation and gives a critical review of the technical literature as a background for the Air Force job evaluation plan. The Air Force plan is described with the rationale for each phase. A discussion of unsolved problems includes an outline of research needed to discover solutions of these problems. An Appendix lists a 200-item bibliography with abstracts. page iii *Job Evaluation* Bryan Livy, 2020-04-28 This well-written and thoroughly illustrated description of the principles of job evaluation, first published in 1975, sets out to compare the relative usefulness and practical relevance of a wide range of methods within the overall context of remuneration policy and organisational effectiveness. The aim is to help the practising personnel specialist in the knowledge of best current practice and the latest research. This book will also be of interest to students of business studies and human resource management. ASD Technical Report United States. Air Force.

Systems Command. Aeronautical Systems Division, 1961 **Fundamentals of Industrial Engineering** Mr. Rohit Manglik, 2024-01-01 EduGorilla Publication is a trusted name in the education sector, committed to empowering learners with high-quality study materials and resources. Specializing in competitive exams and academic support, EduGorilla provides comprehensive and well-structured content tailored to meet the needs of students across various streams and levels. The Langley Boy to Be Better Than the Best! Charles Tyrie, 2015-12-21 This book, *The Langley Boy To Be Better Than The Best*, Part 3 of the Langley Boy Trilogy, is the story of the author's ultimate success in fulfilling his long-held ambition to become a chief officer in local government responsible for engineering, architecture, land management, and direct labour organisations. It details the David and Goliath struggle between local authorities and central government to prevent the privatisation of

essential services such as refuse collection and cleansing and the maintenance of highways sewers vehicles parks and open spaces It outlines the authors leadership and management skills his philosophy that failure is inconceivable and his successful reorganisation of the councils workforces at Swansea and Rushcliffe to protect employees jobs pensions and conditions of service The book contains family anecdotes of moving homes creating new gardens a wedding the joys of grandchildren the sadness of parents deaths taking children to theme parks and pantomimes and the fun of dressing up as hippies punk rockers and clowns at family parties There is a fund of stories involving the author and his wife Hilary hiring a narrow boat with friends to cruise the Cheshire Ring buying a caravan to tour parts of the UK travelling to Germany to sample its wines and suffering from chateaux fatigue in the Loire Valley It covers a trip to Spain to solve the first recorded incident of bearnapping events in Langley and creating T shirts and specialty cakes for family special occasions As a former member and president of the Rotary Club of West Bridgford the author organised a series of charitable fashion shows duck races Christmas collections and other events to help the less fortunate in the UK and overseas In retirement he became chairman of governors at West Bridgford Infant School during which time the school was designated as outstanding by Ofsted

**Monthly Catalogue, United States Public Documents** ,1972      **Public Service Management and Employment Relations in Europe** Stephen Bach,Lorenzo Bordogna,2016-07-07 Has there been a transformation of public service employment relations in Europe since the crisis Public Service Management and Employment Relations in Europe examines public service employment relations after the economic crisis including analysis of more than thirty years of public service and workforce reform and addresses the interplay between an emerging post crisis public service sector and the consequences for the state employers and trade unions in core public services Written by leading national experts this book places the economic crisis in a longer timeframe and examines how far trends in public sector employment relations were reinforced or reversed by the crisis It provides an up to date analysis of the restructuring of public service employment relations in 12 major European countries including analysis of little studied central and Eastern European countries This book will be vital reading for researchers academics and PhD Students in the fields of Public Management Public Administration Employment Relations and Human Resource Management      **Academic and Professional Identities in Higher Education** Celia Whitchurch,George Gordon,2009-12-04 The latest volume in the Routledge International Studies in Higher Education Series Academic and Professional Identities in Higher Education The Challenges of a Diversifying Workforce reviews the implications of new forms of academic and professional identity which have emerged largely as a result of a broadening disciplinary base and increasing permeability between higher education and external environments The volume addresses the challenges faced by those responsible for the wellbeing of academic faculty and professional staff International perspectives examine current practice against a background of rapidly changing policy contexts focusing on the critical people dimension of enhancing academic and professional activity while also addressing national socio economic and

community agendas Consideration is given to mainstream academic faculty and professional staff researchers library and information professionals people with an interest in teaching and learning and those involved in individual projects or institutional development The following provide the key themes of Academic and Professional Identities in Higher Education The Challenges of a Diversifying Workforce The implications of diversifying academic and professional identities for the functioning of higher education institutions and sectors The pace and nature of such change in different institutional systems and environments The challenges to institutional systems and structures from emergent identities and possible tensions and how these might be addressed The implications of blurring academic and professional identities with a shift towards mixed or blended roles for individual careers and institutional development     **Surveyor** ,1971     *A Bibliography of Public Personnel Administration Literature* United States Civil Service Commission. Library,1949     **Resources in Education** ,1997

**Perfect Circle Company V. National Labor Relations Board** ,1947     **Municipal Journal** ,1916     **Surveyor and Municipal and County Engineer** ,1969-10     **Personnel Management** ,1986     *Women, Work and Inequality* J. Gregory,R. Sales,A. Hegewisch,1999-04-30 Brings together academics lawyers trade unionists and industrial relations experts to provide an incisive analysis of the impact of globalisation and deregulation on gender inequality in employment It reviews the evolution of pay equity policies and examines the impact of economic and social trends on divisions between women     *Research and Statistics Report* ,1944     **Catalog of Superfund Program Information Products 1994** United States. Environmental Protection Agency. Office of Emergency and Remedial Response,1994

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