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different jobs The Hay Guide Chart Method uses 4 standard factors (with 12 dimensions) to evaluate the skill, effort, responsibility and working conditions inherent in any job Know How

Hay Group Guide Chart - Profile

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Method Of Job Evaluation ...

A "value free" framework in which to reflect your relativities ... She has trained numerous clients in the use of the Hay Group Guide Chart and Profile Method of job evaluation, the principles of salary management and performance management. . Project

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Hay Guide Chart Profile Method of Job  
Evaluation (Hay System) Human  
Resource Management Services  
adopted the Hay System effective July

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1, 2012 based on a legislative study of employee classification and compensation practices. Purpose - The purpose of the Hay System is to provide a consistent procedure to evaluate position classifications by:

Hay Guide Chart Profile Method of Job

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## Evaluation (Hay System)

The Hay Guide Chart itself comprises a point system, so that after job evaluation in terms of factors, dimensions and gradation, job scores can simply be read from the chart. The point system uses geometric progression and is not linear. This

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preserves the integrity of the system at all ends of the grading spectrum.

Hay Guide Chart - Wikipedia

The Hay Guide Chart-Profile Method of Position Evaluation is the most widely used method of work measurement and role valuation in the

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world. It is used by more than 5,000 private and public sector organizations for the evaluation of all types and levels of jobs.

Hay Guide Chart - CiteHR  
Korn Ferry Hay Group Guide Charts  
(Bellak, 1984). The Korn Ferry Hay

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Group Guide Charts are proprietary instruments that yield consistent and legally defensible evaluations of the content of jobs. Korn Ferry Hay Group's job evaluation approach is the world's most widely utilized, accepted, and tested over time as a



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Hay Job Evaluation: Foundations Hay

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Group pioneered the "factor comparison" job evaluation method and modified it in its Guide Charts in the early 1950s. The Hay Guide Charts® are proprietary instruments that yield consistent and legally defensible work evaluations. Hay Group's job evaluation approach, in

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fact, is the world's

Hay Group Job Evaluation -  
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Hay Scheme, Hay Plan, Hay Method.  
In terms of determining job factors in  
relation to relative job worth these  
phrases should be seen to be

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synonymous. 3.0 Composition and Construction of the Guide Chart Profile

- Method As stated above, the guide chart □ profile method is built and focused upon three elements called primary factors.

The Hay System of Job Evaluation: A

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Critical Analysis

HAY. JOB EVALUATION GUIDE.

Issued by . HR Strategy, Policy and  
Reward INTRODUCTION HAY job  
evaluation has been operated in the  
County Council for more than 20  
years. All jobs in the organisation  
except teachers, fire fighters and

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certain jobs in CSF (Soulbury terms and conditions) are evaluated using the HAY system.

HAY - The Grid

Introduction to Korn Ferry Hay Guide  
Chart □ Profile Method of Job  
Evaluation is intended for

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professionals who need to evaluate jobs and roles and are designed for individuals who are accountable for valuing work in their organizations, including compensation management, organizational effectiveness, and human resources development.



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Ferry

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18 ..... 13 . Effective: April 1, 2015  
Positions Updated: November 15,  
2016 Page 2 of 13 HYDRO  
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BAND SALARY RANGE SALARY

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