

Accountability

■ ■ ■ Magnitude (Area of Impact)

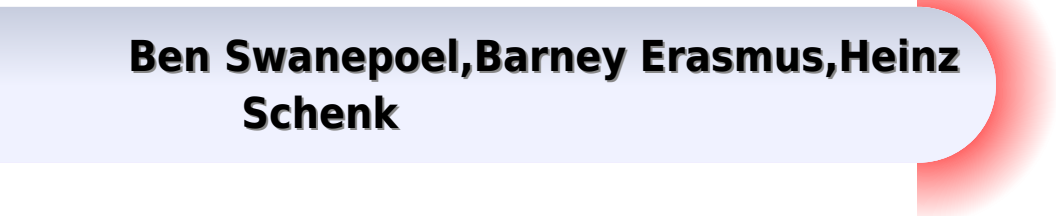
	(N) Non-Quantifiable	(1) Very small	(2) Small	(3) Medium	(4) Large
		10,000 - 100,000*	100,000 - 1 million*	1 million - 10 million*	10 million - 100 million*

■ ■ Nature of Impact →

	I	II	III	IV	R	C	S	P	R	C	S	P	R	C	S	P	R	C	S	P	
A. CLOSELY CONTROLLED: Operating within direct and detailed instructions with very close and continuous supervision.	8	10	14	19	10	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57	A
	9	12	16	22	12	16	22	29	16	22	29	39	22	29	39	50	29	39	50	66	
	10	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	76	
B. CONTROLLED: Subject to instructions and established work routines, under close supervision.	12	16	22	29	14	22	29	39	22	29	39	50	29	39	50	66	39	50	66	87	B
	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	76	43	57	76	100	
	16	22	29	39	22	29	39	50	29	39	50	66	39	50	66	87	50	66	87	116	
C. STANDARDIZED: Operating within standardized practices and procedures, general work instructions and supervision of progress and results.	19	25	33	43	25	33	43	57	33	43	57	76	43	57	76	100	57	76	100	132	C
	22	29	39	50	29	39	50	66	39	50	66	87	50	66	87	116	66	87	116	152	
	25	33	43	57	33	43	57	76	43	57	76	100	57	76	100	132	76	100	132	176	

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**Ben Swanepoel, Barney Erasmus, Heinz
Schenk**



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The Hay Guide Chart-profile Method of Job Evaluation Alvin O. Bellak, Hay Group, 1982 **Handbook of Human Resources Management in Government** Stephen E. Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free supplemental on line Instructor s Manual Order your copy now *The Executive Handbook on Compensation* Charles H. Fay, 2001 For more than fifty years human resources departments have turned to HayGroup for concrete practical advice on how to structure compensation programs Also the authority behind leading books on compensation HayGroup renders all others obsolete with this publication the new last word on compensation The Executive Handbook on Compensation speaks directly to businesses most important concerns highlighting dramatic changes in the world of business over the past decade changes caused by the globalization of the economy the diversification of the workforce new work habits including flexible time and telecommuting and organizational shifts that require that compensation packages maximize employee employer partnerships like never before The Executive Handbook on Compensation shows managers how to Reward and retain key people Determine affordable appropriate pay scales Evaluate employee expectations and boost morale Develop nontraditional and contingency based compensation Use the latest electronic media to improve the way businesses document evaluate price and plan jobs The Handbook of Model Job Descriptions Barry Cushway, 2003 The Handbook of Model Job Descriptions is a unique and unrivalled source of over 200 job descriptions based on actual jobs Divided into two key parts it enables quick and easy assembly and personalization of any job description South African Human Resource Management Ben Swanepoel, Barney Erasmus, Heinz Schenk, 2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners **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

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