

# JOB EVALUATION SYSTEMS - *COMPARISON*

| Semantic Scale                                                                                                    |   | Patterson          | Parronias      | Hay          | Crestallion    |
|-------------------------------------------------------------------------------------------------------------------|---|--------------------|----------------|--------------|----------------|
| Top management                                                                                                    | F | F                  | 1++<br>1+      |              | 14             |
| Senior management                                                                                                 | E | E UPPER<br>E LOWER | 1<br>2         | 1<br>2       | 13             |
| Professionally qualified, experienced specialists and mid-management                                              | D | D UPPER<br>D LOWER | 4<br>5<br>6    | 3<br>4       | 12<br>11<br>10 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents | C | C UPPER            | 7<br>8<br>9    | 5<br>6<br>6A | 9              |
|                                                                                                                   |   |                    | 10             | 7            |                |
|                                                                                                                   |   | C LOWER            | 11<br>12       | 8            | 8              |
|                                                                                                                   |   |                    |                |              |                |
| Semi-skilled and discretionary decision-making                                                                    | B | B UPPER            | 13<br>14       | 9<br>10      | 7<br>6         |
|                                                                                                                   |   |                    | 15             |              |                |
|                                                                                                                   |   | B LOWER            | 16             | 11           | 5<br>4         |
| Unskilled and defined decision-making                                                                             | A | A                  | 17<br>18<br>19 | 12<br>13     | 3<br>2<br>1    |

# Job Grading Learners Manual

**N Colangelo**



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