

# 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	

# Hay Guide Chart

**Michael Armstrong**

A red circular graphic with a gradient, appearing as a semi-circle or a partial circle, located to the right of the name bar.

## Hay Guide Chart:

*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

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*Oversight on Federal Enforcement of Equal Employment Opportunity Laws* United States. Congress. House. Committee on Education and Labor. Subcommittee on Employment Opportunities,1979

Ingredients for Women's Employment Policy Christine E. Bose,Glenna D. Spitze,1987-04-01 Ingredients for Women s Employment Policy gathers together the ideas of sociologists and economists including both quantitative and qualitative research Basic descriptive data gathered over the last ten to fifteen years of labor force research and affirmative action legislation indicates high rates of occupational segregation continuing gender differentials in earnings and inequitable divisions of household labor This book represents an important reassessment of the complex mechanisms through which labor markets are transformed and investigates the issue of whether there has been any real progress in eradicating inequality Each chapter assesses the likely effects of alternative policy strategies in women s employment

**Hearings** United States. Congress. House. Committee on Post Office and Civil Service,1969

*Federal Pay* United States. General Accounting Office,1991

**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

*Compensation and Reward Management* Singh,2007

*Compensation in the Federal Classified Salary System, Hearings Before the Subcommittee on Compensation ... 91-2, on H.R. 18403, 18603, July 27, 28, 29, 30, 31, 1970* United States. Congress. House. Post Office and Civil Service,1970

*Increase Government Share of Health Insurance Premiums, Hearing Before the Subcommittee on Retirement, Insurance, and Health Benefits ... 92-1, on H.R. 9620, September 28, 1971* United States. Congress. House Post Office and Civil Service,1971

**Compensation in the Federal Classified Salary System** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Compensation,1970

Hearings, Reports and Prints of the House Committee on Post Office and Civil Service United States. Congress. House. Committee on Post Office and Civil

Service,1969      **Description of Selected Nonfederal Job Evaluation Systems** United States. General Accounting Office,1985      *HR Expert Diploma (Master's level) - City of London College of Economics - 15 months - 100% online / self-paced* City of London College of Economics, Overview In this diploma course you will deal with all aspects of Human Resource Management as well as in an international context to become an HR Expert Content Human Resource Management Human Resource Processes Work and Employment Organizational Behaviour Organization Design and Development People Resourcing Performance Management Learning and Development Rewarding People Employee Relations Health Safety and Employee Well being HR Policies Procedures and Systems Example of Employee Engagement and Commitment Survey Example of Performance Management Survey Example of Reward Survey Learning and Development Activities and Methods HRM in Europe HRM in East Asia HRM in Developing Countries Composing an International Staff Women s Role in International Management And much more Duration 15 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we ll send you the assignment questions Study material The study material will be provided in separate files by email download link      Diploma in Human Resource Management Practice - City of London College of Economics - 12 months - 100% online / self-paced City of London College of Economics, Overview In this diploma course you will deal with all aspects of Human Resource Management Practice Content Human Resource Management Human Resource Processes Work and Employment Organizational Behaviour Organization Design and Development People Resourcing Performance Management Learning and Development Rewarding People Employee Relations Health Safety and Employee Well being HR Policies Procedures and Systems Example of Employee Engagement and Commitment Survey Example of Performance Management Survey Example of Reward Survey Learning and Development Activities and Methods Duration 12 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we ll send you the assignment questions Study material The study material will be provided in separate files by email download link      **Study of Total Compensation in the Federal, State, and Private Sectors** ,1984

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