

JOB EVALUATION SYSTEMS - *COMPARISON*

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

Job Grading Learners Manual

Yicheng Fang



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