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Willis Towers Watson offers a range of job levelling approaches, from established methodologies to custom solutions. Our Global Grading System (GGS) and Career Map job levelling tools are not only more flexible than traditional methods, but are also easier to understand, implement and manage. And they can be implemented individually or in tandem.

Job Architecture and Job Leveling -
Willis Towers Watson
Our Global Grading System (GGS) and
Career Map job leveling tools are not

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And Career Map
only more flexible than traditional methods, but are also easier to understand, implement and manage. And they can be implemented individually or in tandem. Custom and integrated solutions . There is no single job leveling or job architecture solution that will suit all organizations.

Job Architecture and Job Leveling -
Willis Towers Watson

Job leveling, when designed correctly, greatly simplifies how global workforces are organized and managed by introducing a common grading language across all employees and functions, while still differentiating for performance and specific market realities.

Global Job Leveling at Radford: A

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Tailor-Made Approach for ...

Proven approaches to job leveling include the Global Grading System (GGS) and Career Map. GGS uses data about an organization's size, complexity and geographic breadth to evaluate the number of levels required to build a global grading structure. Jobs are then evaluated as part of a two-step banding and grading process. Bands or roles place jobs

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System Ggs And Career Map

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two-step banding and grading
process.

WorldatWork | Why Global Job
Leveling Should Matter to You
Manager Project Manager Expert I II
III Specialist IV V VI (Basic)
Professional VII VIII. The design of job
levels is based on (1) a defined
structure of job families and jobs, (2) a
global work level (job grading)
framework, (3) standard naming
conventions, and (4) level of seniority
guidelines. 42.

GLOBAL JOB LEVELING -

Baumgartner

Job leveling (or job grading) is a
systemic method of assigning value to
individual positions within an
organization. That matters, because
inaccurately evaluated jobs lead to

Read Online Job Leveling Global Grading System Ggs And Career Map pay dissatisfaction...

‘ Job Leveling ’ Helps to Grade a Position ’ s Value
Career Map and the Global Grading System, when formally implemented, enable the alignment of reward and talent management programs across businesses. When used as internal leveling tools, these...

Career Bands, Career Levels, Functions and Disciplines
The grading process requires 5 broad skill levels to be established, thereafter each skill level is graded using four factors in accordance with guidelines and points values. Each of the 4 factors is scored on a rating scale per skill level (I-V). The Paterson Job Evaluation System was developed by Dr. T. T. Paterson in Scotland.

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Job Evaluation Systems - Deloitte US

Global grading is a job hierarchy structure that uses a methodology to assess jobs in a way that is globally acceptable and culturally neutral.

There are 3 basic steps in that review: the scope of the business, the career path which provides the job band, and the types of knowledge, skills and expertise which determines the actual grade.

The Best-Practices Guide to Job Leveling

Global job leveling is the process of establishing the same relative value of jobs worldwide. It provides a consistent framework for global companies in implementing career planning and compensation management effectively worldwide.

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We 're not talking about pay and salary structures, we 're talking about job leveling/grading --- which means job titling as well.

Compensation Cafe: Global Job Leveling -- Yes or No?

Job Leveling — Global Grading System (GGS) and Career Map.

TowersWatson ' s systematic approach jobleveling helps organizations manage talentprogram design delivery,including: Aligningjobs located multipleregions acrossdierent lines integratesemployees ater merger,acquisition otherstructural change Drivingconsistency, competitiveness ciencyamong HR policies Clariyingdistinctions among levels supportcareer development Benefits JobLeveling Job leveling analyticalprocess candeter- mine ...

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Job Leveling — Global Grading
System (GGS) and Career Map ...

Job levels are categories of authority in an organization. Each level is typically associated with a salary range and a series of job titles. Jobs levels can be grouped into five areas: executive management, middle management, management, advisors and employees. The following is a common structure for job levels.

11 Examples of Job Levels -
Simplicable

Job Leveling Global Grading System
Ggs And Career Map Job Leveling
Global Grading System Our Global
Grading System (GGS) and Career Map
job leveling tools are not only more
flexible than traditional methods, but
are also easier to understand,

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Implement and manage. And they can be implemented individually or in tandem.

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Job architecture (sometimes called job structure, job catalogue, or leveling) refers to the infrastructure or hierarchy of jobs within an organization. Job architecture encompasses job levels, job titling conventions, grades, career paths, spans of control, the criteria for career movement, and equitable compensation programs based on job value.

Laying the building blocks Management

When designed correctly, job leveling greatly simplifies how global

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workforces are organized and managed by introducing a common grading language across all employees and functions, while still differentiating for performance and specific market realities.

As Market Realities Change,
Radford ' s Global Job Leveling ...

Global Grading System -The Towers
Watson Global Grading System (GGS)
measures the relative internal value of
distinct jobs within a company
according to specific dimensions and
aligns those values with quantifiable
differences in pay levels in the
external marketplace.

Survey Job Matching Methodology -
Auburn University

The Hay Guide Chart itself comprises
a point system, so that after job

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And Career Map
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
preserves the integrity of the system
at all ends of the grading spectrum.

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