The Job Evaluation Workshop: Mastering Fair Pay Structures

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Geneva (Switzerland)



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Ref: 20220120_136428 Duration: Geneva (Switzerland) Fees: 5200 GBP

Why This Course

Designing fair and competitive compensation systems starts with a clear understanding of job value. Organizations that apply structured job evaluation methods are better equipped to ensure internal equity, maintain transparency, and stay competitive in the market.

This intensive 1-week workshop is designed to help HR professionals build practical expertise in job analysis, evaluation, and grading. It provides the tools and frameworks needed to create compensation systems that are both fair and aligned with organizational strategy and market trends.

What You'll Learn and Practice

By joining this program, you will:

- Conduct structured job analysis to define roles accurately.
- Apply job evaluation methods to determine relative job value.
- Design grading structures and career frameworks.
- Develop fair and competitive compensation systems.
- Align job evaluation practices with business strategy and market data.

The Program Flow

Day 1: Foundations of Job Evaluation

- Understanding the purpose and importance of job evaluation.
- Exploring the link between job evaluation and compensation.
- Reviewing job analysis techniques and their applications.
- Addressing legal and ethical considerations.

Day 2: Job Analysis and Documentation

- Conducting effective job analysis interviews.
- Writing clear and structured job descriptions.
- Identifying key responsibilities, skills, and competencies.
- Practicing job documentation through real examples.



Day 3: Job Evaluation Methodologies

- Exploring different job evaluation approaches.
- Applying structured methods to assess job value.
- Comparing evaluation techniques and their applications.
- Selecting the most suitable method for organizational needs.

Day 4: Designing Grading Structures

- Creating job families and career progression paths.
- Developing grading frameworks and salary ranges.
- Using market data to support compensation decisions.
- Implementing and maintaining grading systems.

Day 5: Compensation Systems and Implementation

- Linking job evaluation outcomes to pay structures.
- Designing performance-based compensation approaches.
- Communicating evaluation results clearly to stakeholders.
- Developing action plans for implementation.

Individual Impact

- Strengthen your ability to analyze and evaluate job roles.
- Improve your understanding of compensation design.
- Build confidence in applying structured HR methodologies.
- Enhance your strategic approach to HR and reward systems.

Organizational Impact

- Ensure fairness and consistency in compensation practices.
- Improve transparency in job roles and pay structures.
- Align compensation systems with market standards.
- Support talent attraction, retention, and development.

Training Methodology

This program focuses on practical, hands-on learning through:

- Case studies based on real job evaluation scenarios.
- Interactive workshops and group exercises.
- Hands-on practice in job analysis and grading design.
- Tools and templates for immediate application.



Beyond the Course

By the end of this program, participants will be equipped with the tools and frameworks needed to design and implement effective job evaluation systems.

They will return ready to:

- Conduct comprehensive job analysis and documentation.
- Apply appropriate job evaluation methods.
- Design fair and structured grading systems.
- Align compensation practices with organizational and market needs.

This course enables professionals to build compensation systems that are transparent, equitable, and strategically aligned—supporting both employee satisfaction and organizational performance.

