

Job Leveling

Global Grading System (GGS) and Career Map

Towers Watson's systematic approach to job leveling helps organizations manage the opportunities and challenges of reward and talent program design and delivery, including:

- Aligning jobs located in multiple regions or across different lines of business
- Creating a framework that integrates employees after a merger, acquisition or other structural change
- Driving consistency, competitiveness and efficiency among HR policies and practices
- Clarifying distinctions among levels to support career development

The Benefits of Job Leveling

Job leveling is an analytical process that can determine the relative value of jobs in your organization. It provides a foundation for reward and talent management programs, including:

- Base pay
- Short- and long-term incentives
- Career management
- Workforce planning
- Succession planning
- Learning and development

In combination, the delivery of these programs through job leveling offers a flexible, adaptable means of communicating career paths, facilitating talent mobility and delivering competitive rewards.

Job leveling also addresses business needs ranging from attraction, engagement and retention of key talent, to cost and risk management, to governance. The key benefits of job leveling for your organization include:

- A career framework that aligns with business needs and strategy
- A common language to describe career paths, job requirements and performance expectations
- Linkages to organizational and job-family competencies
- Consistent mapping of jobs to external market data
- Contributes to cost-efficient talent and reward programs and delivery
- Helps ensure internal equity

Research indicates that organizations that implement globally consistent job leveling are up to two and a half times as likely to report more effective talent and reward programs. These include performance management, competency models, and leadership assessment and development.

"Over the past five years, Towers Watson has worked with more than 500 organizations to develop best-in-class job leveling programs and career frameworks."

Figure 1. Career Framework



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JS Bruner



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