

Job Evaluation: HAY Method

"The Most Widely Used Point System in The World"

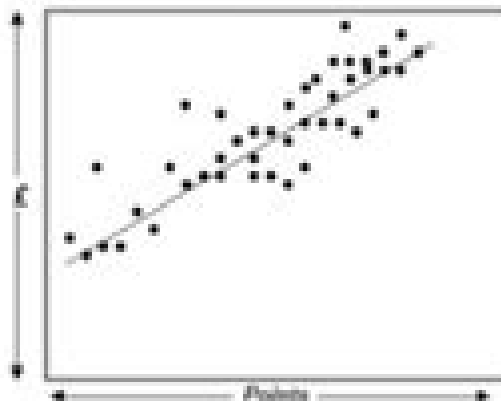
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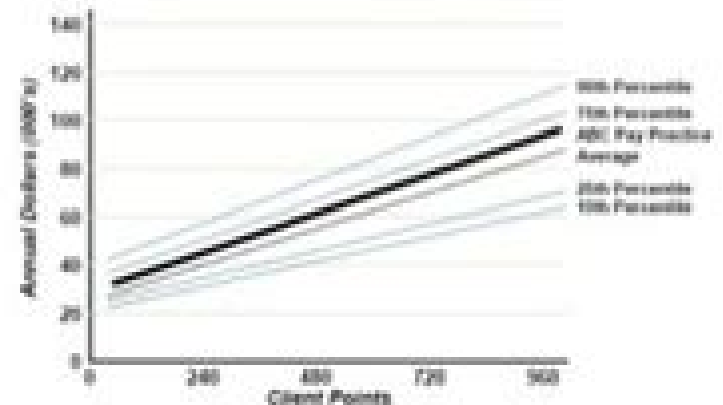
Output: Rank Order

| Position | Incumbent | Know-How | Problem Solving | Accountability | Total Points |
|--------------------|-----------|----------|-----------------|----------------|--------------|
| Manager | J. Doe | F13 304 | E3(38) 115 | E3C 152 | 571 |
| Supervisor | S. Smith | E13 230 | D3(33) 76 | D2P 115 | 421 |
| Systems Specialist | B. Brown | E12 230 | D3(33) 76 | D2C 76 | 382 |

Internal Equity Analysis



Market Pricing Analysis



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