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Job Leveling Global Grading System
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
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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. 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 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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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 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. 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 job leveling helps organizations manage talent program design delivery, including: Aligning jobs located multipleregions across different lines integrates employees after merger, acquisition other structural change Driving consistency, competitiveness among HR policies Clarifying distinctions among levels support career development Benefits Job Leveling Job leveling analytical process can determine ...

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 - Simplifiable

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, 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 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.

Labour in a Global World Global Futures in East Asia Valuing Roles American Multinationals in Europe After-Development Dynamics Advanced Control Strategies for Social and Economic Systems (ACS'04) Public Management in Global Perspective The Global Automotive Industry Strategy-Driven Talent Management Labour Statistics for a Market Economy Managing Human Resources in China Multinational Companies and Global Human Resource Strategies A New Paradigm for Global School Systems Labour Law and Welfare Systems in an Era of Demographic, Technological, and Environmental Changes Can Pay Be Strategic? The Accountable Leader The Fourth Industrial Revolution Armstrong's Job Evaluation Handbook Global Diffusion of Human Resource Practices Work and Life in the Global Economy

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