

IE

PPT05

- Job Evaluation and Merit Rating:

Job evaluation is a systematic process of determining the wages worth for a job in relation to other jobs.

Each job should be paid according to its real value or else the workers would feel dissatisfied.

- Objectives of job evaluation:
 - . Know worth of a job
 - . Establish standard procedure .
 - . Determine fair wage structure
 - . Job satisfaction to all
 - . Provide fair chance for career advancement
 - . Clarifies responsibility and authority

- Methods of job evaluation:

These methods are classified into two

- . Qualitative Method

- (Ranking method, Job Grading)

- . Quantitative Method

- (Point system, Factor Comparison Method)

- Ranking Method:
Advantages and limitations
- Job grading method:
Advantages and limitations
- Point system:
Advantages and limitations
- Factor comparison method
Advantages and limitations

- Merit rating:

It is also called performance appraisal. It is the process of evaluating the employees performance on the job in terms of requirements of the job.

- Objectives:

- Merit Rating Process

- Importance of MR

- Methods of merit rating:
Traditional Methods:
Ranking Method,
Paired comparison method
Grading system
Forced distribution method
Checklist method
Critical incident method
Free essay method

- Advantages and limitations
- Difference between Merit Rating and Job Evaluation