

The Concept of Position Evaluation

Common approaches vary in complexity

Our focus will be mostly on...

Less Complexity

Greater Complexity

	Ranking	Market Pricing	Standardized Point Factor <i>(e.g. Mercer IPE)</i>	Customized Point Factor
Description	Jobs ranked using general criteria of worth to organization	Market rates established for benchmark jobs	Points assigned to jobs based on universal factors, degrees and points	Points assigned to jobs based on customized factors, levels and factor weights
Strengths	Simple Easy to maintain	Relationship to market values Credible	Can compare jobs across functions and organizations. Common links to market	Can compare jobs across functions Is perceived to be objective and consistent
Limitations	Potential for bias May over emphasize a single factor	Slotting requires interpretation. Difficult if poor data or fast changing market	May seem inflexible Administration may seem to be a barrier	Effort required to develop factors Much effort to administer and implement

Mercer Job Evaluation Manual

RJ Alexander



Mercer Job Evaluation Manual:

The Enigmatic Realm of **Mercer Job Evaluation Manual**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Mercer Job Evaluation Manual** a literary masterpiece penned by a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those that partake in its reading experience.

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