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The Korn Ferry Hay Guide Chart-Profile Method of Job Evaluation



The Korn Ferry Hay Guide Chart-Profile Method of Job Evaluation Know-How

Definition: Know-how includes every kind of relevant knowledge, skill and experience, however acquired, needed for acceptable performance in a job or role.
Know-How has three dimensions:

- **Practical/Technical Knowledge**
This is concerned with the depth and scope of knowledge. This is used to recognise increasing specialization (depth) and/or the requirement for a greater breadth (scope) of knowledge.
Depth – Ranges from knowledge of simple work routines to unique and authoritative expertise.
Scope – Covers the variety of techniques, disciplines, processes, products etc., from few to many, about which knowledge is required.
- **Planning, Organizing & Integrating (Managerial) Knowledge**
The knowledge required for integrating and managing activities and functions. It involves combining some or all of the elements of planning, organizing, co-ordinating, directing, executing and controlling over time. Managerial knowledge is related to the size of an organization, functional and geographic diversity and time horizon. It may be exercised directly or in an advisory/consultative way.
- **Communicating & Influencing Skills**
The skills needed to communicate with and influence individuals and/or groups within and outside the organization.

These charts have been prepared to support training in relation to a specific case study. They have been 'sized' for the purposes of this case study in terms of Planning, Organizing & Integrating (Managerial) Knowledge and 2 Magnitude. The way that the margins of the Know-How and Accountability charts indicate that the size of the charts may be varied to meet particular client circumstances. This would also imply the need for different definitions for, in particular, Planning, Organizing & Integrating (Managerial) Knowledge.

Hay Guide Charts

G Thomas



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