

Job Evaluation Manager

For organizations of any size, job evaluation can be a complex task. Korn Ferry Job Evaluation Manager (JEM) builds leading methodology into a powerful online solution. It makes the process efficient, cost-effective and thorough, sustaining the return on your investment in job evaluation.

Why JEM?

Built on Korn Ferry's renowned job evaluation methodology, JEM is a single, web-based resource for managing every aspect of the job evaluation process. This 'single source of truth' radically streamlines job evaluation and promotes consistency, whether you're in one office, 10 cities or 100 countries.

The result? Your jobs are placed at the right levels and career ladders are clear.

What's more, JEM preserves vital, hard-won intellectual capital that might otherwise be lost from staff turnover or the lack of central storage. Most of all, it boosts efficiency, saving valuable time and money.

METHODOLOGY

The most consistent and widely used technique in the world today, Korn Ferrys job evaluation methodology is used by eight of the world's largest 10 organizations and two-thirds of the top 50. Refined for over 65 years, it features a unique focus on the value a job brings to an organization. This means our job evaluation methodology not only helps pay levelling - it also supports talent management, succession planning and organization design.



Korn Ferry Hay Guide Chart
Profile Method of Job Evaluation

BENEFITS

- Improving productivity and efficiency.
- Benchmarking pay across locations.
- Getting line managers more involved.
- Decentralizing the job evaluation process.
- Keeping career ladders up to date.
- Outsourcing job evaluation.



Using JEM

Home screen

The home screen displays only the jobs and information that a user is authorized to view or edit. Authorizations can be set to a very specific level. Job titles link to detailed job data.

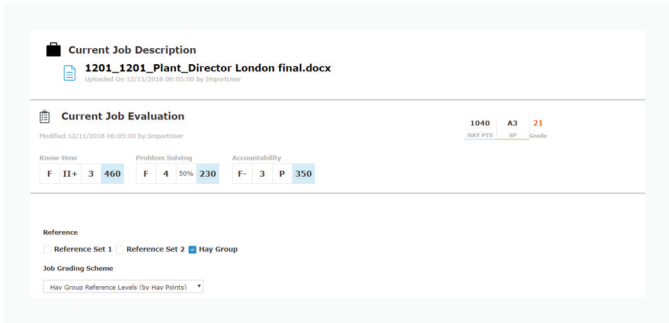
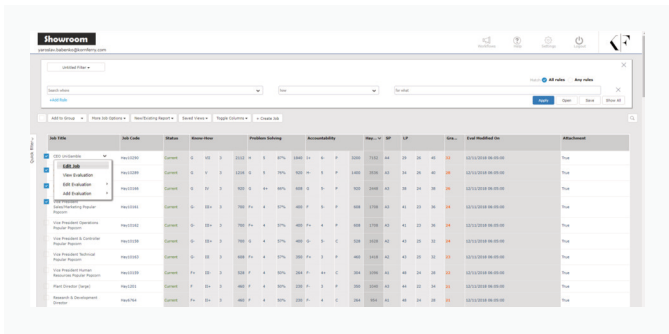
Job details in a configurable layout.

Users can review or edit job details or current or previous job descriptions and evaluations. Job-related documents can be uploaded here too.

JEM can be branded by including your logo. Data fields like business units, job families or status are also custom designed.

Reports

One of JEM's most frequently used reports, the job-level matrix gives insight into an organization's structure. It can show career ladders within job families, business units or locations. JEM's flexibility means many other reports are available, for example covering job descriptions, lists, rationales and role profile matrices.



Evaluate Onscreen

JEM includes full guide charts plus a configurable set of streamlined alternatives.

Guide chart approach.

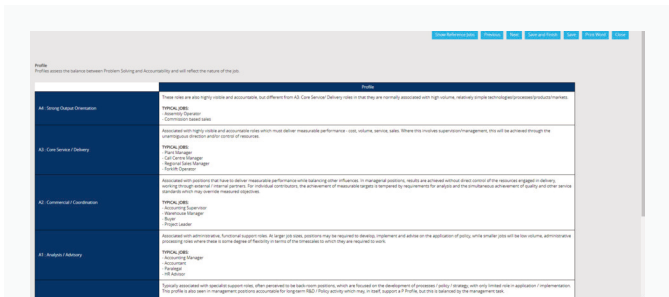
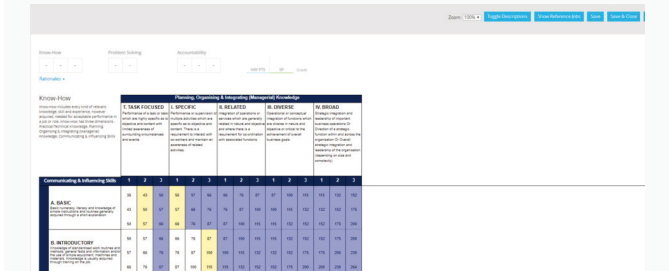
JEM supports Korn Ferry's core approach to job evaluation by offering the three digital guide charts: Know How, Problem Solving and Accountability. After a value is chosen from each chart, JEM calculates the job evaluation points and the grade automatically - and saves and stores the values.

Calculator and rationales.

With the calculator, experienced users can type in evaluations quickly, using full-line evaluations as well as grade-only slotting against reference jobs. There is also space for rationales to provide a record of the arguments behind an evaluation.

Streamlined approach

JEM's streamlined approaches mean line managers and employees can be actively involved in the evaluation process. They are tailored, using recognizable business language to reflect an organization's definitions of work levels or job families. For example, a questionnaire-like format, asking the user to compare the job with business definitions and differentiators, makes the process more accessible for all parties.



About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.