

# Job Evaluation: HAY Method

"The Most Widely Used Point System in The World"

The measurement



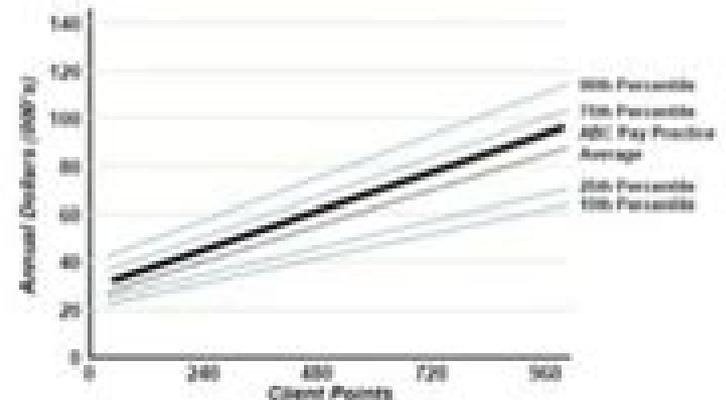
Output: Rank Order

| Position           | Incumbent | Know-How | Problem Solving | Accountability | Total Points |
|--------------------|-----------|----------|-----------------|----------------|--------------|
| Manager            | J. Doe    | F13 304  | E3(38) 115      | E3C 152        | 571          |
| Supervisor         | S. Smith  | E13 230  | D3(33) 76       | D2P 115        | 421          |
| Systems Specialist | B. Brown  | E12 230  | D3(33) 76       | D2C 76         | 382          |

Internal Equity Analysis



Market Pricing Analysis



# Structure Hay Group

**JS Bruner**



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