

# Job Evaluation: HAY Method

"The Most Widely Used Point System in The World"

The measurement



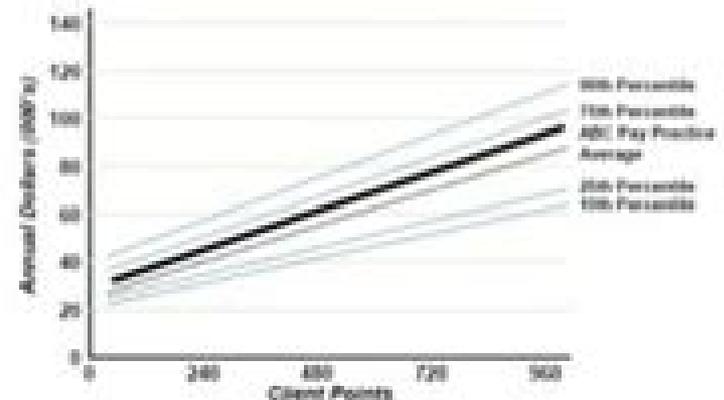
Output: Rank Order

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

**California. Civil Grand Jury (Santa Clara County)**

**Structure Hay Group:**

**Soil Survey** ,1976    **Soil Survey of ... [various Counties, Etc.]** ,1976    School & Society James McKeen  
Cattell,Will Carson Ryan,Raymond Walters,1921    **SCHOOL AND SOCIETY** J. McKEEN CATTELL,1921    **Soil Survey  
of Canadian County, Oklahoma** Carl Francis Fisher,Billy G. Swafford,1976    **School and Society** ,1921    School and  
Society James McKeen Cattell,Raymond Walters,1921    **Contemporary Agriculture** ,1968    **School & Society** ,1921  
**Maya Architecture of the Central Yucatan Peninsula, Mexico** David F. Potter,1977    Science Conspectus Isaac W.  
Litchfield,1910 Includes lists of members of the society    **Final Report** California. Civil Grand Jury (Santa Clara  
County),2008    *Railroad Freight Rate Structures* Joseph H. Donnell,1926    Administration & Management ,1986  
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web learners will recognise how to ensure all clients and visitors are safe at all times and assist them with the correct safety procedures learners will carry out a basic risk assessment identify what are a hazard and a risk and how to report and deal with any workplace accidents effectively

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needed for emergencies such as serious injuries explosion flood  
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web the aim of this manual is to develop understanding of the principles of health and safety at work within a salon barbershop or spa it will introduce the overarching legislation and explore the measures designed to protect the health and safety of people in the workplace including staff visitors and members of the public

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