

Why Job Leveling and Pay Equity Go Hand-in-Hand

Speakers



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How do I do a pay equity analysis if I don't trust my job leveling?

Let's start with the basics

- 1 Understand what data can be used to create the like-for-like comparisons
- Job levels are used to organize jobs with similar functions
- Job leveling typically involves a rigorous process by which jobs are evaluated across a number of factors

But what happens when we're not confident in our leveling?

Are there good reasons to not trust leveling? YES! There are 3

PROBLEM 1:

The company doesn't use a formal process of job evaluation

PROBLEM 2:

Job leveling was implemented and left alone without updates

PROBLEM 3:

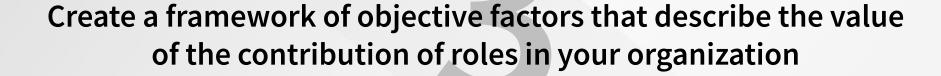
Inconsistencies
were created after
an M&A event

Problem 1:

The company doesn't use a formal process of job evaluation

Pull together a team of subject matter experts at your organization

Take inventory of the roles that exist in your organization



Using the framework, evaluate jobs, typically one function at a time

Only <u>after</u> job leveling is complete, jobs are linked to market data

Problem 2:

Job leveling was implemented and left alone without updates

Make sure compensation decisions are happening consistently

Do the work and do it well



Problem 3:

We had a recent acquisition and we haven't yet aligned the leveling between legacy organizations to come up with one consistent job leveling framework For M&A, look at the degree of overlap

Should you delay conducting pay equity analyses if you don't trust your job leveling?

Conduct your Pay Equity Analysis anyway

Address your job leveling

Transparency is key:

Educate employees about how jobs are valued helps them understand career paths and what opportunities are available to them as they acquire new skills and take on greater responsibilities

Monitor your compensation programs



Thank you

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Ourselves
Up For COVID
Recovery

Invest in a differentiated and credible brand and accelerate areas that have product market fit in the recovery.

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