Transformation Pillar:
Core HR Systems & Specialized Expertise

Job Analysis, Description, Evaluation, and Grading

From Analysis to Description, Evaluation and Grading of jobs; learn what is needed to analyse and evaluate jobs and apply the results to design, develop and maintain a pay and grading structure for your organization.

COURSE OVERVIEW

This workshop is designed to provide participants with an understanding of job analysis and job evaluation and the critical role these activities play in motivation, engagement and job satisfaction. Participants will consider the varied approaches to job analysis and evaluation and how these processes are used to design jobs that are meaningful and rewarding. The links to pay and other forms of remuneration will also be examined and participants will also explore how different compensation systems can be applied to pay and grading structures to ensure a sense of fairness and ensure high levels of productivity.

From Analysis to Description, Evaluation and Grading of jobs; this highly interactive workshop provides the practical tools and approaches you need to apply a variety of techniques to analyse and evaluate jobs and apply the results to design and develop a pay and grading structure. It is packed with case studies and critical insights and is delivered by world-class consultant and trainer, Mostafa Azzam, recognized among the Top 50 Global HR Thought Leaders You Must Follow and the Top 5 HR Influencers Shaping the Future of HR in the UAE.

WHO SHOULD ATTEND

- HR Professionals who have responsibility for influencing compensation policy and structures within their organisations
- HR Professionals who need to understand more about pay and grading structures and how they are designed and implemented
- Line Managers who make compensation/bonus decisions after completing appraisals
- HR Professionals who advise senior managers on compensation issues
- Senior Management Professionals and HR Professionals who need to have a strategic understanding and view of employee compensation

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Explain** how job analysis and job evaluation affect motivation, engagement and job satisfaction
- **Compare** approaches to job analysis and use the results to write clear, accurate job descriptions
- **Apply** job evaluation techniques to establish the relative value of jobs
- **Use** job analysis to design jobs that are meaningful and rewarding
- **Link** job evaluation results to pay and other forms of remuneration
- **Design** a fair pay and grading structure that supports productivity

COURSE METHODOLOGY

In this course, we employ a well-balanced approach that combines PowerPoint presentations, interactive facilitated discussions, real-world case studies, individual exercises, and collaborative group-based activities. This dynamic approach ensures the direct transfer of essential skills, relevant practical experiences, and valuable information to the participants.

linkedin.com/in/mostafaazzam
YouTube channel
WhatsApp @MostafaAzzam.Ai
WhatsApp @MostafaAzzam.HR
training@thehrtalent.com
training@mostafaazzam.net
training.development@yahoo.com
www.thehrtalent.com