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Structure with
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Sabotage Your
Results!!! how
to write in
calligraphy for
beginners | easy
way **How to
Design Your Life**

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(My Process For
Achieving Goals)

LCHF \u0026amp; KETO

Diet ??????????

?????? ?????

?????? | ??????????

????????? | Quick

weight

loss | weight loss

programs *Keto*

What I Eat in a

Day! How to

Start Keto - The

Ultimate

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~~Basic~~

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~~(Beginner~~

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*The energy is
HECTIC this week
- Mercury*

*squaring Saturn
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turning direct!*

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[Timeline and
Lore explained]

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Examples: Clerk,
Data Entry,
Custodian. II:

Moderate:
Support with
indirect
effects.

Examples:
Secretary,
Process
Operator. III:
Important: Tasks

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that directly
affect the
results of the
work unit.

Examples:

Maintenance,
customer
service. IV:

Critical:

Leadership for
activities that
directly effect
the work unit.

Examples:

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Operators, lead
workers.

~~Hay Guide Chart
for
Accountability +
People Centre
Hay Group Guide
Chart Method The
Hay Method is a
consistent,
systematic means
for measuring
the differences~~

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Chart Example
in relative contribution of different jobs

The Hay Guide Chart Method uses 4 standard factors (with 12 dimensions) to evaluate the skill, effort, responsibility and working conditions inherent in any

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Job Know How
~~Chart Example~~

~~Hay Group Guide
Chart Profile
Method Of Job
Evaluation ...~~

The Hay Guide
Chart itself
comprises a
point system, so
that after job
evaluation in
terms of
factors,

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Chart Example
dimensions and gradation, job scores can simply be read from the chart. The point system uses geometric progression and is not linear. This preserves the integrity of the system at all ends of the grading

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desire even you
are in the bus,
office, home,
and other
places. But, you
may not need to
change or bring
the wedding
album print
wherever you go.
So, you won't
have heavier bag

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Hay Group Guide
Charts Hay
Group's guide
charts are
proprietary
instruments that
enable
consistent work
evaluations.

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Each of the factors—know-how, problem solving, and accountability—has its own guide chart that reflects the elements identified above. These help to yield consistent and legally defensible work

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evaluations. Hay
Group's job
evaluation
approach , is
the world's most
...

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Hay Method is a
consistent,
systematic means
for measuring
the differences
in relative
contribution of
different jobs
The Hay Guide
Chart Method
uses 4 standard
factors (with 12
dimensions) to

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~~Chart Example~~
evaluate the
skill, effort,
responsibility
and working
conditions
inherent in any
job Know How

~~Hay Guide Chart
Example For
Medical Sales~~

My husband
office has just
try to use the

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Hay Guide Chart

method of Job Evaluation. He ask me to help him doing thid job evaluation because I use to be his assistant but the information he got was not clear for me. Should anybody tell me how to

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do with this
Chart Example
guide chart
method? Thank
you & regards,
Augustine 4th
March 2008 From
Indonesia, Depok

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Evaluation — PDF
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She has trained
numerous clients

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in the use of
the Hay Group
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Profile Method
of job
evaluation, the
principles of
salary
management and
performance
management. .
Project
experience
Assisting

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undertaking
transformation
and reward
solutions to
identify and
manage their
talent
,organisation

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chart & profile
method of job
evaluation ...~~

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HAY. JOB Example

EVALUATION

GUIDE. Issued by

. HR Strategy,

Policy and

Reward

INTRODUCTION HAY

job evaluation

has been

operated in the

County Council

for more than 20

years. All jobs

in the

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Organisation Example

except teachers,
fire fighters
and certain jobs
in CSF (Soulbury
terms and
conditions) are
evaluated using
the HAY system.

~~HAY — The Grid~~
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Chart for JE is
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~~Doing job
evaluation for
the company. Do
anyone know or
...~~

Hay Scheme, Hay
Plan, Hay
Method. In terms
of determining
job factors in
relation to
relative job
worth these
phrases should

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be seen to be
synonymous. 3.0
Composition and
Construction of
the Guide Chart
Profile - Method
As stated above,
the guide chart
- profile method
is built and
focused upon
three elements
called primary
factors.

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~~The Hay System
of Job
Evaluation: A
Critical
Analysis~~

The Hay System
is a job
performance
evaluation
method that is
widely used in
North America
and Europe.

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Training in the use of the system takes several days, followed by several months of organizational experience to become proficient in its evaluation style. All jobs are evaluated

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not only by the
interpretation
of the factor
descriptions but
within the
context of all
other

~~Hay evaluation
method | Human
Resources |
University of
...~~

Hay Guide Chart
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Profile Method
of Job

Evaluation (Hay
System) Human
Resource

Management

Services adopted
the Hay System
effective July
1, 2012 based on
a legislative
study of
employee
classification

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and compensation
practices.

Purpose - The purpose of the Hay System is to provide a consistent procedure to evaluate position classifications by:

~~Hay Guide Chart~~

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~~Profile Method
of Job
Evaluation (Hay
System)~~

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Example [DOC]

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likewise one of
the factors by
obtaining the
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of this hay

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commencement as
skillfully as
search for them.
In some cases,

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Example — flight~~

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For example, a
Cognitive
scoring of "D",
combined with a
Managerial
scoring of "I"
and Human
Relation skills
of "3" provides
a total Know-How
ranking. Often
the notation

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used to display
the Know-How
factor is
written as,
"DI3". 2.

Problem Solving.
This Guide Chart
measures the
thinking
required in the
job by
considering two
dimensions:

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~~Job Evaluation~~ ~~Manual~~

Hay Job

Evaluation is a methodology used by corporates and

organizations to map out their job roles in the context of the organizational structure. The gener...

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~~—YouTube~~

This sample of 60 benchmark posts was evaluated by panels chaired and trained by Hay. Consultants from Hay trained the first group of evaluators and on-going

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training is
Chart Example
continuing in-
house for
maintenance
purposes.

Process. The Hay
method uses a
set of job-
scoring Guide
Charts, the
structure of
which is common
to all
organizations

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~~HAY Methodology~~
~~—CYPInfo~~

The Hay Group
Guide Chart
Profile method
of job
evaluation was
developed in the
early 1950s by
Edward N. Hay
and Dale Purves.
It is based on

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Chart Example
the notion that jobs can be measured on the basis of their relative contribution to the overall objectives of the organization.

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