

Methods of Job Evaluation

<p style="text-align: center;">NON-QUANTITATIVE</p> <p style="text-align: center;">(Makes comparisons between whole jobs)</p>	<p style="text-align: center;">QUANTITATIVE</p> <p style="text-align: center;">(Makes comparisons on Factor, i.e., important job element, basis)</p>
<p style="text-align: center;">RANKING¹</p> <p style="text-align: center;">Comparison with other whole jobs in an organization</p>	<p style="text-align: center;">FACTOR COMPARISON</p> <p style="text-align: center;">Comparison with like factors of a range of key jobs</p>
<p style="text-align: center;">GRADE DESCRIPTION³</p> <p style="text-align: center;">Comparison with predetermined level descriptions</p>	<p style="text-align: center;">POINT RATING²</p> <p style="text-align: center;">Comparison with predetermined scale of factor definitions</p>

1. Utilized in Ships Officers Standards.
2. Utilized in CR Standard (Clerical and Regulatory Group), AS Standard (Administrative Services Group), PM Standard (Programme Administration Group) and many others.
3. Used in ST Standard (Secretarial, Stenographic and Typing Group), TE Standard (Telephone Operation Group), IS Standard (Information Services Group), Ships Pilots Standard (which contains only one level).