Job Evaluation

[Name of the Student:]

[Name of the Institution:]

Job Evaluation

# Plan for Evaluating the Job Description

The plan for evaluating the job description involves the point system of job evaluation, which is based on a comparison of different compensable factors. These compensable factors help in determining the worth of a job relative to the other jobs in the organization. The plan considers the factors of skill, responsibilities, effort, and working conditions to evaluate the job. Skills can be subdivided into experience, education, and ability of the employee or candidate. Responsibilities can be fiscal or supervisory. The effort of an employee can be mental or/and physical. Working conditions vary according to the location, hazards, or the extremities of nature. Based on these factors, the job will be evaluated and compensation is offered. Every factor is assigned certain points for evaluation. The total score for the job will be calculated by summing up points for all factors (Weathington, Weathington, 2020). This job evaluation plan provides a comprehensive view of the job. By using this plan, the job can be evaluated in monetary terms. It can evaluate a wide range of jobs.

# Evaluation of the Two Plans

## HR Business Partner

The position requires strong HR qualification, experience, and skills as they will train the employees assigned to them. Their ability to create positive relationships among employees will make an impact on the organizational culture. Their responsibilities are supervisory. Their work entails mental as well as physical effort. They might have to travel long distances to fulfill the requirements of jobs (Caldwell, 2008).

## Talent Recruiter

The talent recruiter has to work closely with the management. The job needs skills in research, interviewing, and staffing. The job responsibilities are varied (Brymer, Paraskevas, Ellram, & Josefy, 2019). The employer also expects an efficient hiring in monetary terms. There is no more physical effort. The recruiter does not have to travel long distances, as much of the recruiting work can be completed online.

References

Weathington, B. L. & Weathington, J. G. (2020). Compensation and benefits: Aligning rewards with strategy, updated edition [Electronic version]

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Brymer, R. A., Paraskevas, J.-P., Ellram, L., & Josefy, M. (2019). Talent Sourcing Concentration: Source Abundance, Recruiter Power, and Organizational Performance. *Academy of Management Proceedings*, *2019*, 12953. Academy of Management Briarcliff Manor, NY 10510.