

# JOBLINK™ GLOBAL JOB LEVELLING



OUR CURRENT FRAMEWORK DOES NOT SUPPORT OUR REWARD STRATEGY

OUR GRADING STRUCTURE RESTRICTS EMPLOYEE MOBILITY AND TALENT MANAGEMENT

WE NEED A MORE FLEXIBLE APPROACH AS OUR BUSINESS EVOLVES

MERGERS AND ACQUISITIONS HAVE LEFT OUR GRADING IN DISARRAY

OUR GRADING STRUCTURE PLACES TOO MUCH EMPHASIS ON MANAGEMENT HIERARCHY AND HINDERS THE GROWTH OF OUR BUSINESS

OUR GRADING STRUCTURE IS NOT PERCEIVED AS FAIR OR TRANSPARENT BY THE EMPLOYEES

## DO THESE SOUND ALL TOO FAMILIAR?

TIME TO TAKE THE PAIN OUT OF JOB EVALUATION

# JOBLINK™ GLOBAL JOB LEVELLING



## POINTS FACTOR VERSUS CAREER LEVELLING - THE BEST OF BOTH WORLDS

The option of using a traditional points factor methodology, or a career levelling approach, or both in harmony. Descriptors and wording can be adjusted to fit your organisation's terminology, ensuring that JobLink™ is flexibly aligned to your organisation.



## SUPPORTS PERFORMANCE & TALENT MANAGEMENT STRATEGIES

Defining Career Paths, supporting performance peer groups, determining benefits and incentives eligibility, enabling employee mobility - JobLink™ has it covered.



## PROVIDES EFFECTIVE EQUAL VALUE DEFENCE

A pragmatic mechanism for delivering fair pay throughout your business, whilst ensuring you still differentiate for individual performance and external market pay. JobLink™ helps you strike just the right balance.



## REFLECTS THE MODERN WORKPLACE

JobLink™ has been implemented across every industry, from domestic companies to global multi-nationals. It is fresh, new and supports HR programmes fit for the 21st century workplace.



## SAVES YOU TIME OVER TRADITIONAL FRAMEWORKS

Job evaluation can be incredibly time consuming. JobLink's™ framework and tools provide efficient yet robust evaluation of jobs, giving you time to focus on the business.



## SUPPORTED BY BEST IN CLASS TECHNOLOGY

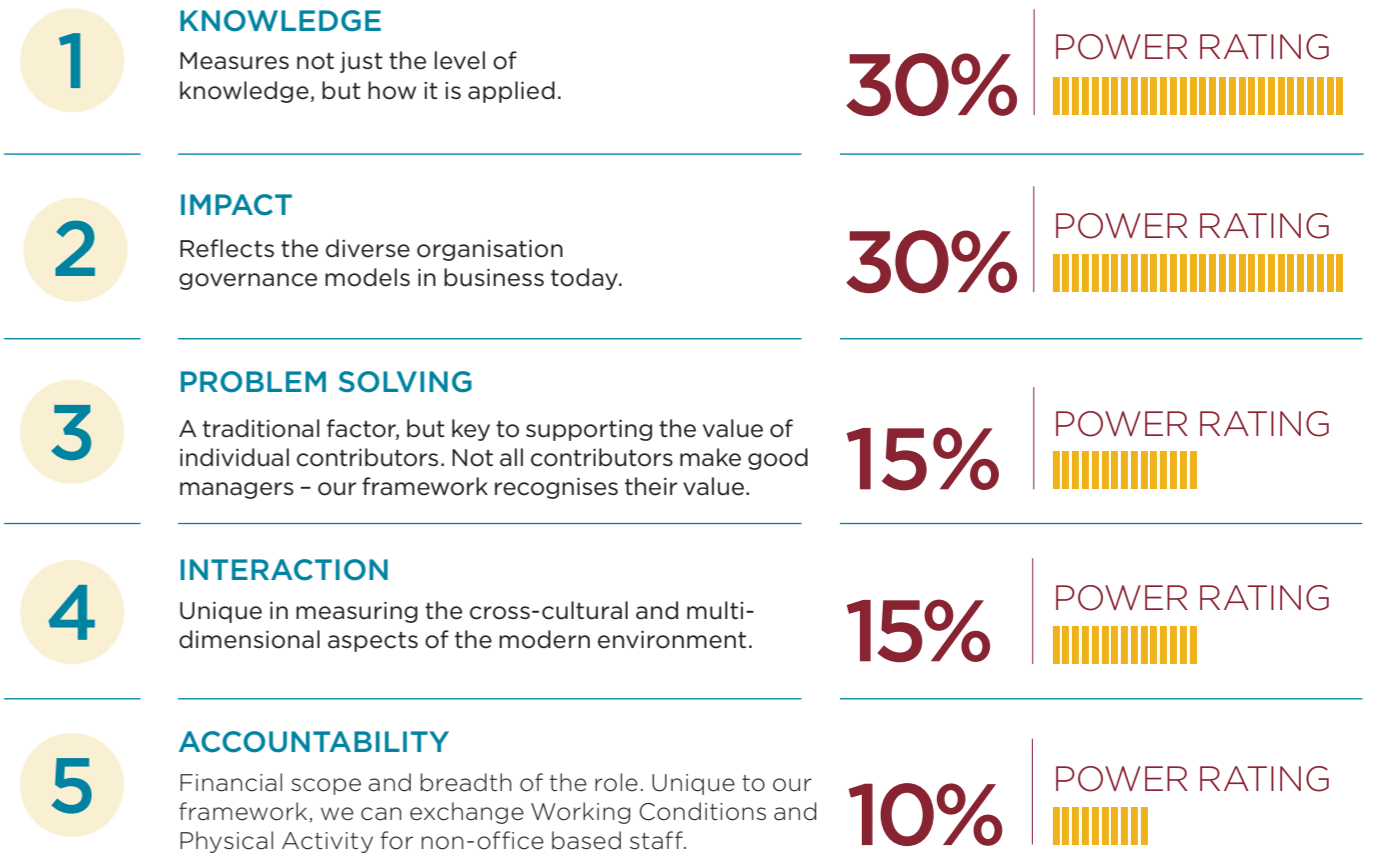
A flexible software solution that can be tailored using a state-of-the-art custom reporting tool, sensible standard reports and a job description writer.



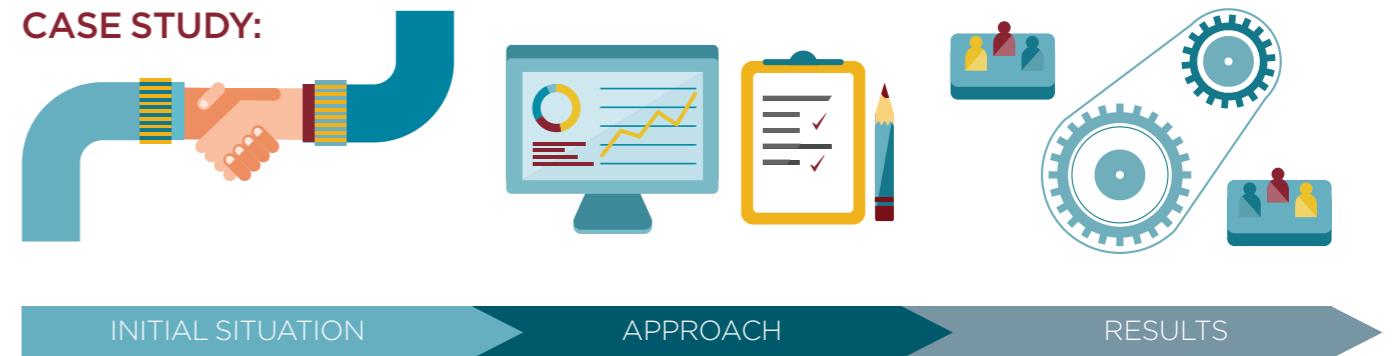
## LINKS TO EVERY MARKET ACROSS THE GLOBE

JobLink™ is linked to the world's most comprehensive compensation database: 180 markets, more than 6,000 job combinations, and deep focus on multiple industries.

# JOBLINK™ FACTORS



## CASE STUDY:



- Two organisations coming together in a merger
- Very different approaches to grading structures
- The new, combined organisation was looking for an approach to:
  - ✓ Test and compare the current structures against each other
  - ✓ Provide a consistent, robust and defensible approach going forward
  - ✓ Be less rigid than other approaches currently available
  - ✓ Be used in association with market data to develop a salary structure
- We used our JobLink™ Points Factor approach to:
  - ✓ Compare and contrast the two grade structures
  - ✓ Conduct job evaluation sessions to evaluate 50 core roles across both businesses
  - ✓ Analyse market to develop a salary structure
  - ✓ Map all other roles in the organisation into the new grades
  - ✓ Evaluate cost implications and approaches to bringing outliers up to minimum or down to maximum
- JobLink™ was quickly and effectively applied due to its applicability to both businesses
- Avoided the integration of both grading structures becoming a barrier for HR and the business
- New salary structure linked to market data through JobLink™ approach
- Achieved business manager buy-in through a transparent and easily understood job levelling methodology

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## ABOUT AON HEWITT

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Aon Hewitt is the global leader in human resource solutions. The company partners with organisations to solve their most complex benefits, talent and related financial challenges, and improve business performance. Aon Hewitt designs, implements, communicates and administers a wide range of human capital,

retirement, investment management, health care, compensation and talent management strategies. With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees. For more information on Aon Hewitt, please visit [www.aonhewitt.com.au](http://www.aonhewitt.com.au)

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<http://linkd.in/NpJSG7>

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