

job factors when making decisions. Hiring a consultant can help overcome this challenge by inputting objective discussions about the evaluation factors.

To maintain a healthy employment environment, job evaluation must be an ongoing periodic process. It is subject to tweaks and adjustments to better accommodate changes within the job.

Advantages and Disadvantages of Job Evaluation

Employers undertake job evaluation because it is an important and beneficial process for growth. Job evaluation helps with better labour and cost control, boosts employee confidence and morale and eliminates personal biases especially when a neutral consultant is used. On the contrary, it can present complete lack of accuracy with qualitative data leading to unrealistic assumptions.

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