

- **5. Job evaluation helps to differ job other than skills**
- Job evaluation considers risks and other factors of job rather than skills in order to determine the worth of jobs. Hence, jobs are no longer differentiated with skills.
- **6. Job evaluation helps to determine the cost and rate of production**
- Job evaluation determines an efficient wage structure according to workload, hence, workers productivity will be increased thereby increasing the rate of production.
- **7. Job evaluation helps to determine the requirement of training and development**
- Job evaluation identifies training and development requirements by comparing the complexity and importance between various jobs. Highly complex and critical job exposes training need.
- **8. Job evaluation helps to minimize cost**
- Through the productivity enhancement and increasing the rate of production, the per unit cost of an output is minimized or reduced.

- **Points Rating:** This is the most widely used method of job evaluation. Under this method, jobs are broke down based on various identifiable factors such as skill, effort, training, knowledge, hazards, responsibility, etc. Thereafter, points are allocated to each of these factors.
- **Factor Comparison Method:** This method is a combination of both ranking and point methods in the sense that it rates jobs by comparing them and makes analysis by breaking jobs into compensable factors. This system is usually used to evaluate white collar, professional and managerial positions.

Problems of JE:

- Non-specific
- Errors in calculation (Halo error, etc.)
- Influence of Trade unions, political ext., etc.
- The factors taken by the program are not exhaustive
- Wide fluctuations in compensable factors in view of changing in tech., values and aspirations of employers, etc.

COMPENSATION

- The term compensation is used to indicate the employee's gross earnings in the form of financial rewards and benefits.
- Compensation means the reward that is received by an employee for the work performed in an organization. It is an important function of human resource management. Employees may receive financial and non-financial compensations for the work performed by them.
- Financial compensation includes salary, bonus, and all the benefits and incentives, whereas non-financial compensation includes awards, rewards, citation, praise, recognition, which can motivate the employees towards highest productivity.

GRIEVANCE PROCEDURE

- Step by step process are employee must follow to get his or her complaint addressed satisfactory. In this process, the format complaint moves from one level of authority to next higher level. Grievance procedure are typically included in union agreements.