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the central instrument of the proprietary point-factor job evaluation method developed by the Hay Group, now Korn Ferry. The Hay Group was founded in 1943 in Philadelphia, Pennsylvania, by Edward N. Hay

### **Hay Guide Chart - Wikipedia**

She has trained numerous clients in the use of the Hay Group Guide Chart and Profile Method of job evaluation, the principles of salary management and performance management. . Project experience Assisting organizations undertaking transformation and reward solutions to identify and manage their talent ,organisation

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Accountability— has its own Guide Chart that reflects the subelements identified above (see Figure 1). Each Guide Chart scale is expandable to account for the complexity and size of

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Korn Ferry Hay Group Guide Charts (Bellak, 1984). The Korn Ferry Hay Group Guide Charts are proprietary instruments that yield consistent and legally defensible evaluations of the content of jobs. Korn Ferry Hay Group's job evaluation approach is the world's most widely utilized, accepted, and tested over time as a

### **Job Evaluation: Foundations and applications.**

Hay Group's History. The Hay Group formed in 1943 by Edward N. Hay under the name "Edward N. Hay and Associates, Management Consultants." The firm was started on the premise that maximizing companies' people management skills would vastly improve their output, both in terms of quality and quantity.

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The Hay Group Guide Chart Profile method of job evaluation was developed in the early 1950s by Edward N. Hay and Dale Purves. It is based on the notion that jobs can be measured on the basis of their relative contribution to the overall objectives of the organization.

## **Hay Group Guide Chart**

The Hay System is a job performance evaluation method that is widely used in North America and Europe. Training in the use of the system takes several days, followed by several months of organizational experience to become proficient in its evaluation style. All jobs are evaluated not only by the interpretation of the factor descriptions but within the context of all other

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Accordingly, to Hay, the guide chart-profile method provides a common language/understanding between the analysts and/or evaluators for judging relativities of the job through consensus judgement. NOTE: This method, is variously referred to as: Hay Group / Hay & Associates, Inc.

### **The Hay System of Job Evaluation: A Critical Analysis**

Hay Group Guide Chart Method The Hay Method is a consistent, systematic means for measuring the differences in relative contribution of different jobs The Hay Guide Chart Method uses 4 standard factors (with 12 dimensions) to evaluate the skill, effort, responsibility and working conditions inherent in any job

### **Hay Group Guide Chart**

The Hay Group Guide Chart-Profile Method<sup>SM</sup> of Job Evaluation At McMaster University, jobs in TMG are evaluated using the Hay Group Guide Chart-Profile Method<sup>SM</sup> of Job Evaluation. The Hay Group Method is the most widely used method of job evaluation around the world and can be used for all types of work.

### **Job Evaluation Guide for TMG - Human Resources**

Hay Group Guide Chart The Hay Guide Chart Method uses 4 standard factors (with 12 dimensions) to evaluate the skill, effort, responsibility and working conditions inherent in any job Know How. Practical, technical, specialized skills Planning, organizing, integrating skills Human relations skills.

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