

## JE Leader Online

### The web-enabled job evaluation solution

The time when a company could simply pay its employees the going market rate has long since passed. Remuneration is now a key contributor to organisational performance and its determination requires the balancing of a number of different forces:

- organisational needs and values
- individual needs and aspirations
- internal relativities
- external market rates.

However, performing this complex balancing act is by no means easy. To address this situation, MHR Global offers *JE Leader Online*, a fully customisable online tool that allows employers to quickly evaluate roles and develop remuneration structures specifically suited to their organisation.

With this highly sophisticated instrument, HR professionals can take direct control of the remuneration process and reinforce the organisational values that matter.

#### How does JE Leader Online work?

JE Leader Online allows employers to determine their organisation's hierarchy of jobs by looking at those characteristics which distinguish one role from another. These evaluation factors (or "unique discriminators") are linked to scales which allow the relative value of each role to be measured.

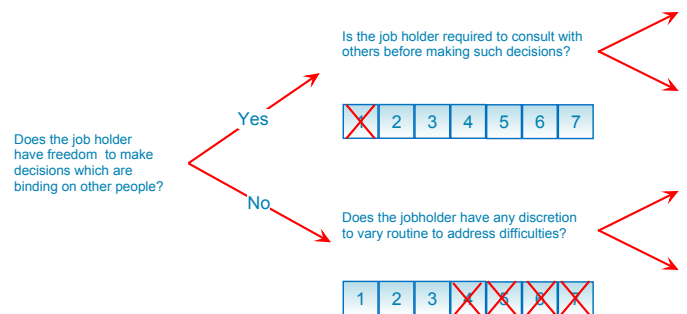
Line managers simply log in to the JE Leader Online website and then complete a brief job evaluation questionnaire with their employees. Alternatively a trained Evaluator can assist with the evaluation.

The "smart" questionnaire selects each question based on the previous answers, avoiding those questions which may be irrelevant to the role being evaluated.

The JE Leader Online system captures their responses and automatically calculates the role's value to the organisation and its position in the organisational hierarchy.

The process typically takes 15 to 20 minutes only.

The **JE Leader** system is effectively a library of questions- your answer decides the next question and eliminates steps on the scales



### JE Leader Options

The system is available in a number of formats:

- **JE Lite:** Ideal for when managers need to complete very quick job evaluations
- **JE Standard:** The core system format which contains further questions

Both of these systems include questions that cover the following five factors:

- Judgement
- Planning and Management
- Interpersonal Skills
- Job Impact
- Acquisition and Application of Knowledge.

In addition, we offer **JE Custom**.

This is a fully customisable format that can accommodate content that is unique to the client. This allows clients to develop unique evaluation factors which measure those items which reflect the organisation's own values.

### Ease of implementation

As an online service that is accessed through secure web servers and regularly upgraded, JE Leader Online does not require any time-consuming software installation and can be used without delay at any location that has internet access.

Once implemented for a client, access is restricted to trained "evaluators" and the System Manager. Information entered into the system is available to these specific users only.

## Bespoke Information at your fingertips

We know that employers need to reward the specific values that are most important to them. We are therefore able to adapt the terminology, factors and scales of JE Leader Online according to the client's requirements.

JE Leader Online has been specifically engineered to deliver these bespoke evaluation systems through the same easy to use on-line service as MHR's standard evaluation schemes.

We will not begin customising the system until the users are completely satisfied that the right values are in focus. In this way, MHR can ensure that employers only invest time measuring the values that underpin their strategy and culture.

## Helping you take control

Users have the freedom to personally control project timescales because they can activate the system online as and when they need to.

Comprehensive training also means that clients have the ability to carry out job evaluations without the help of external remuneration experts. As soon as the training has been completed, users can realise very real savings, particularly when conducting one-off evaluations.

## The Link with Remuneration Structures

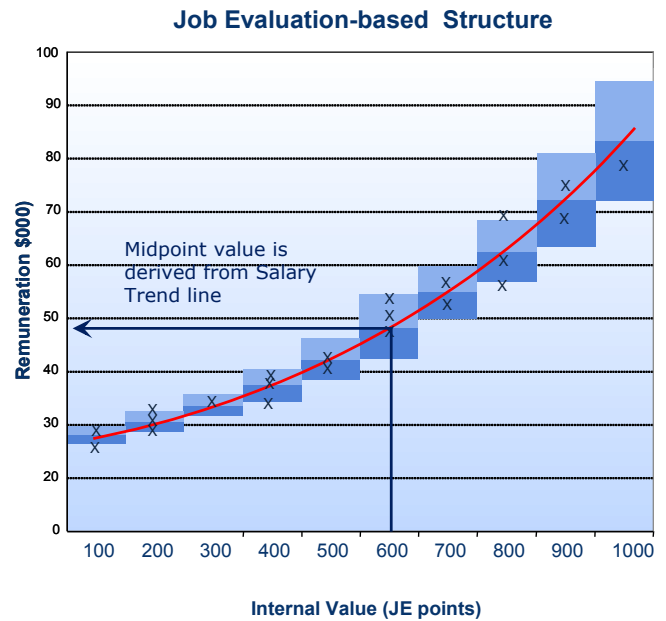
MHR has extensive experience in assisting clients across all sectors with the development of both Remuneration Strategy and Structures, including bonus and incentive programmes.

The link between the generation of internal relativities using JE Leader, and the development of remuneration structures is illustrated here.

Once internal relativities are agreed the next step is to use that information in association with market data to develop remuneration ranges.

To do this we plot market remuneration levels against evaluation points on a simple 'scatter chart'.

We then use regression analysis to create a line of best fit to this data, to show the overall trend in market practice for comparable positions, taking account of the relative internal value you place on those positions.



This analysis can use data from any market survey in which individual roles can be identified; this includes the MHR Remuneration Service, where that is available. The results of the analysis can then be used as the foundation for a new remuneration structure, the final output of which would be recommended ranges for each of the positions or group of positions.

While this may result in different ranges for each position, more typically we find that the positions can be grouped into bands with similar values, with remuneration ranges being set for each group of positions.

This process can be used to either develop a single integrated remuneration structure for all levels of positions, or two or more separate structures for different groups, albeit founded on a common set of internal relativities.

## Further information

For further information or to arrange a demonstration with a consultant, please contact the nearest MHR Global office.

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