When it comes to Job Evaluation, Hay Group pretty much wrote the book. Since the 1950’s when Ned Hay and Dale Purves built on the work of the early JE pioneers and development a ‘definitive’ method for measuring work, the Hay Guide Chart® - Profile Method of Job Evaluation has become the most widely used in the world.

Our knowledge and experience in the field is vast and over the last five decades Hay Group has used the method in assisting thousands of organizations through periods of growth, improvement and change.

Hay Group’s job evaluation methodology provides a consistent and objective framework to analyse organisational structures and to evaluate people and jobs. In addition, the methodologies can be used to define career progression, develop a reward programme and manage human resources more effectively. Organisations need a sound and straightforward method to measure and value work on an on-going basis. It doesn’t matter what sector you work in – today’s organisations benefit from using a well thought through job evaluation model.

Hay Group’s Guide Chart® – Profile method is used worldwide as a benchmark for job evaluation. We only accept bookings on this course from people whose organisations are established users of the Hay Group Guide Chart® – Profile methodology even if the individual has little or no previous experience with Hay Group’s methodologies.

A survey conducted by e-reward.co.uk found that 83% of organizations using a proprietary job evaluation scheme used the Hay Group method. Nearly 50% of organizations using any kind of formal job evaluation either use the Hay Group method – or a modified/tailored version.
Who Should Attend:

This programme is only open to organizations that already use the Hay Guide Chart®- Profile Method. It is designed for individuals who are accountable for describing, analyzing, designing, and measuring work in their organizations. This includes professionals in compensation and benefits, organization effectiveness and human resources development as well as line managers asked to participate in these processes. As the course is designed to teach the basics of how to evaluate using the Hay Guide Charts®, it is intended for individuals who need to evaluate jobs and roles, yet have little or no previous experience with Hay Group’s methodology.

About this workshop:

Time: 9:00 AM - 5:00 PM.
(Open reception 8:30 AM.)
Venue: The Sukhothai Bangkok
Language: Thai (Materials in English)
Professional Fee: 30,000 Baht (exclusive of VAT.)

Please download registration form as per below link:

Demand for these workshops is high. Please reserve your seat!
For further information, please contact:
Khun Rattana or Khun Jiran
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Email: Rattana.Kittipattananon@haygroup.com or hay.bkklearning@haygroup.com

This course will cover:

- What is the Hay Group Guide Chart® – Profile methodology?
- How the Hay Group Guide Chart® – Profile method can be applied in your organisation
- An understanding of how to value work
- How the Hay Group approach can be used in defining reward programmes and career progression
- How to evaluate job roles and the importance of evaluation
- Practiced case study work on how to evaluate jobs using the Hay Group Guide Chart® – Profile method
- How to ensure consistency and reliability in job evaluation

Program outline:

Day One: Understanding the organisation context
- Concerns & Expectations
- Overview of Hay Job Evaluation
- Point Methodology
- Elements of Jobs (Know-How/ Problem Solving/ Accountability)

Day Two: How to link Job Evaluation to organisation context
- Step Differences
- Profiles & Rationales
- Practice Job Evaluation
- Internal & External Equity - Next Steps

Thousands of organizations – including more than half of the world’s largest companies – rely on Hay Group’s Job Evaluation (JE) methodology to help them bring together the right people, jobs, and structures to execute their strategies. Commonly known as the Hay Group Method, our system provides clients with a consistent and objective framework to analyze organizational structures, evaluate people and jobs, define career progressions, develop pay and reward programs, and manage their human resources more effectively.