|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Compensable Factors |  | Managers | Purchasing Assistant | MachineOperator | FileClerks |
| Skills | 1.Education required2.Experience required3. Problem solving skills4. Creative thinking 5. Use of judgment  |  |  |  |  |
| Responsibility or accountability  | 1. Depth of responsibility 2. Specialized responsibility3. Complexity of the work4. Number of subordinate5. Extent of accountability for plant and products |  |  |  |  |
| Effort  | 1. Mental demand 2. Physical demand 3. Degree of potential stress |  |  |  |  |
| **Total**  |  |  |  |  |  |

**Job Evaluation: Factor Comparison Method**

Point distribution: High= 30, Medium= 20, Low=10

Monetary value:

1 point = $10

Current Wages:

Manager- $4000

Purchasing Assistant- $3000

Machine Operator- $2800

File Clerk- $1500