|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Compensable Factors |  | Managers | Purchasing  Assistant | Machine  Operator | File  Clerks |
| Skills | 1.Education required  2.Experience required  3. Problem solving skills  4. Creative thinking  5. Use of judgment |  |  |  |  |
| Responsibility or accountability | 1. Depth of responsibility  2. Specialized responsibility  3. Complexity of the work  4. Number of subordinate  5. 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