

Conduct of the Study:

Job Evaluation:

- Competency
- Problem Solving
- Results Creation

Capability Assessment:

- On the job performance
- Organizational & Technical Know-How
- Managerial & Problem Solving
- Ability to produce results

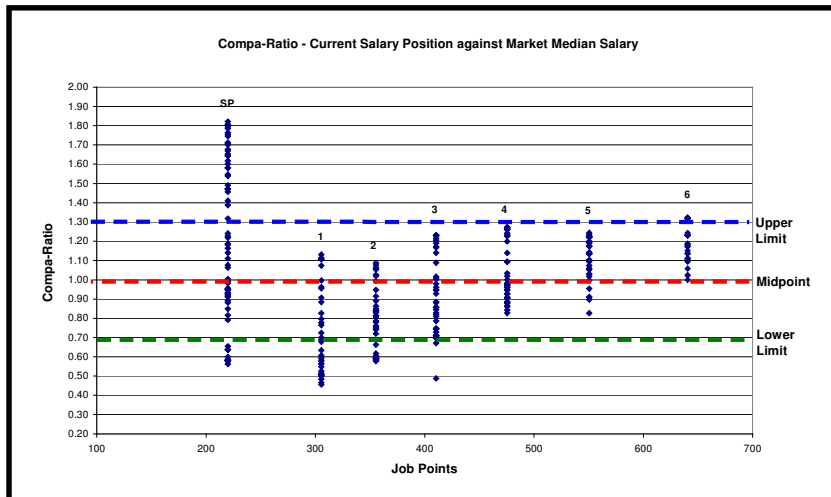
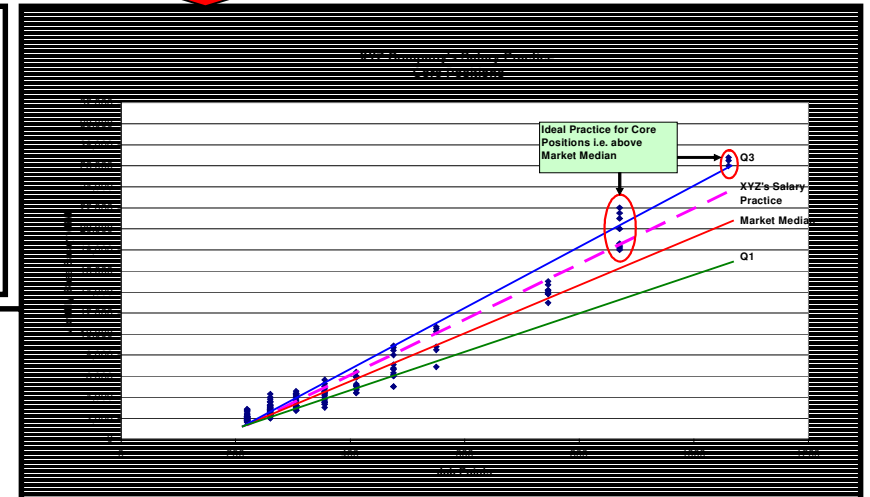
Market Reference Grade

(Job Grade – to determine the price of the job)

Capability Level

(To determine the compensation to be paid to the job holder)

Typical Market Title	Market Reference Grade	Job Points	Q1 (P25) (RM)	Median (P50) (RM)	Q3 (P75) (RM)
Manager	5	441 - 510	XXX	XXX	XXX
	4	381 - 440	XXX	XXX	XXX
Asst. Manager	3	331 - 380	XXX	XXX	XXX
Senior Executive	2	281 - 330	XXX	XXX	XXX
Executive	1	241 - 280	XXX	XXX	XXX
	Sub Professional	200 - 240	XXX	XXX	XXX



Compensation Analysis
(For decision making)

