MARUMO & LEHUMO HR SOLUTIONS

Job profiling

is a methodology that helps organizations identify the skills and skill levels employees need to perform specific jobs effectively

Job profiling is used in conjunction with talent and skill assessments and training to help employers make more reliable decisions about hiring, promotion, and leadership development

Our Approach

Our approach begins with reviewing a specific job function and identifying and collecting appropriate job performance data

Incumbents in the role provide vital feedback regarding how a position is currently performed with regards to tasks accomplished and the skills/competencies and performance proficiency needed to complete the job, this data can be obtained through a combination of interviews, job descriptions, and validation questionnaires and the use of assessments

Job Grading

is a process of determining the worth or value of one job in relation to, or compared to another regardless of the characteristics or experience of the specific individual occupying the position at any given time

Benefits of Job Grading

All positions across the whole organisation are evaluated using the same methodology and criteria to ensure that similar work can receive similar pay

It evaluates specialist roles as effectively as non-specialist roles

It is internationally recognised, and can be effectively used across multiple territories

The Job Evaluation results are not decided by one person, but rather based on the findings of a Job Evaluation committee consisting of all relevant role players

It assists in illustrating the fairness of the current distribution of salaries, or can illustrate the opposite and changes can be made accordingly

It assists in illustrating the competitiveness of organisational pay scales against market rates

The role is evaluated as opposed to the person occupying the position