



Job evaluation system

Embrace equity: Evaluate, excel, and embody

Background

Job evaluation systems are instrumental in **fostering fairness, transparency, and efficiency** within an organization's pay structure. These systems can help identify employee training needs, aid in retention, and ensure legal compliance in pay practices.

Job evaluation is also the foundation of a **pay equity analysis**. In Canada, pay equity legislation requires the following four factors to be included in the evaluation of jobs: skills, efforts, responsibilities, and working conditions. KPMG pay equity professionals work with you to identify how each factor is best measured for your organization, with customized subfactors and appropriate weighting assigned to each factor and subfactor based on your organization's priorities.

The new job evaluation system empowers you to seamlessly manage the end-to-end job evaluation process, from reflecting your unique needs to providing powerful insights to support legislative compliance and facilitate a competitive edge.

Job evaluation system

KPMG provides you a fully customizable gender-neutral job evaluation system that meets legislative requirements.

STEP 01

The evaluation form is first **configured** by setting the total points, which is the tally through the entire evaluation, and assigning factors and their weighting.



Subfactors are added under each factor along with their description, question and considerations during rating



Gender predominance and weights are assigned and can be updated at any time.



Job grades are determined from the distribution of minimum and maximum total points.

STEP 02

The **Evaluation List** displays all the jobs in the organization, along with your evaluation status to track progress and access the evaluation documentation in one place.



KPMG professionals can support in establishing a **job architecture** structure that is aligned with the organization.



Comments promote collaboration across teams and with KPMG, while bolstering accountability and traceability in decision-making.

STEP 03

The **Analysis & Results** stage intuitively delivers actionable insights via the point summary, gender neutrality test, and level test.



Export and library functionalities cater to record retention within the organization.



Filters can be applied to drill into information of interest in the point summary table.

Job evaluation system benefits



Cloud-based portal

With data residency in Canada, your uploaded data and job evaluations are securely accessible in the web portal and readily available for download



Customizable

Subfactors, level descriptions, weights and gender are specific to your organization because we know one size does not fit all



Efficiency and scale

Optimize your workflow by effortlessly managing large volumes of evaluations with real-time calculated outputs, as well as status and approval tracking



Powerful insights

Intuitive visuals provide validation of gender neutrality and proper use of levels in the job evaluation exercise

Our industry-leading job evaluation system provides a technology-enabled, seamless experience. Using the system insights can enable legislative compliance and support your organization in retaining its competitive edge in the job market.

Reach out today for a demo and learn how you can take advantage of our job evaluation, compensation, pay equity and pay equality experience.



Contact us



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