HC Academy

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value *grading*®

The grading system that allocates to your financial resources best

Deploy your labour costs effectivly

Do you know…

➢ the leverage of every function to influence your bottom line?

➢ whether the outlier salaries are linked to this influence?

➢ whether your financial resources are allocated the right way as far as salaries are concerned?

Only pay the human capital that you are really able to deploy!

But pay the human capital that creates your business results at the top end – otherwise your competitors will do so!

The solution

A scientifically tested grading system, that

➢ valuates the influence of a function on your business results

➢ makes the valuation of important criteria concerning fairness and market value very simple

➢ can be used for different purposes

Your benefit:

➢ you know the value of your functions

➢ you pay for the relevant criteria

➢ you can avoid to loose important employees because of inadequate salaries

➢ you can upgrade the value adding potential of your functions

The value based grading system

value _grading_®

- ➢ improves your labour market position for your important value adding functions

- ➢ optimizes labour costs at functions with low value adding potential

- ➢ career neutral – no discrimination of expert and project careers to management careers

- ➢ diversity neutral – without any type of discrimination potential

- ➢ simple and slim – no complex valuation of competencies and responsibilities

- ➢ highly operationalised

What counts is the value adding potential of your functions!

- ➤ scientifically evaluated

- ➤ independent of your HR-IT-systems

- ➤ independent from your company size

- ➤ modular application

- ➤ low operating costs

- ➤ no dependency on consulting firms

- ➤ also applicable for part of your employee population (e.g. managers)

- ➤ also suitable to review your existing system

Three versions of value *grading*®

value *grading*® exists in **three different versions** for **two different purposes:**

➤ *the basic version* as a simple yet fair base salary system for nonprofit organization which do not want to consider the value adding potential of their functions

➤ the *full version for your new base pay system* which considers the value adding potential of your functions and all criteria important to internal fairness and labour market positions

➤ the *expert version* as an add of the value adding potential criterion *for your existing base pay system.* You don't have to change your existing system to implement *value grading*®
The expert version suits also as a *tool* to identify functions without sufficient value adding potential in order to reorganize them

The basic version

The basic version is particularly dedicated to nonprofit organizations and public administrations which have no need considering the value adding potentials of their functions, but want to relay on a simple system that assures internal fairness.

For them the basic version is the tailor-made solution. It includes the most important grading criteria of an analytical system. But it considers the capacity to pay of your organization only in a global way, not at the level of a single function. Thus you get a base pay system which is as precise and fair as analytical systems but much easier to handle.
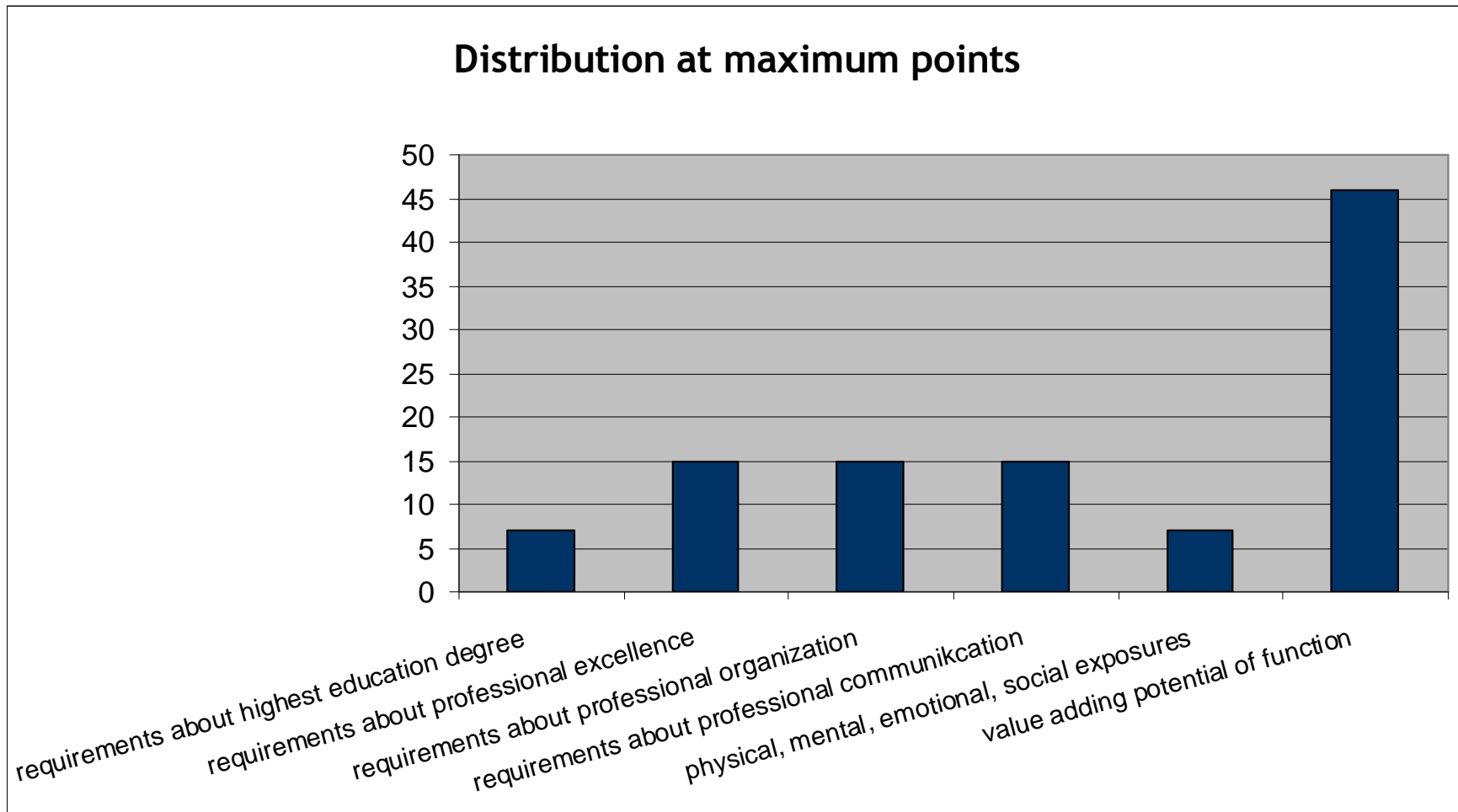
The full version

The full version allows you to grade your functions with an analytical system that is simple and yet comprehensive and considers the value adding potential of all your functions.

You can use the full version in two independent steps:

1. as a *potential check* to analyze those functions which give you the biggest headache in your old system and as a basis to decide on your future grading system

2. as the *implementation* of *value grading*® as your new grading system.

The loading of all criteria in the full version

Distribution at maximum points

Categories (x-axis):
- requirements about highest education degree
- requirements about professional excellence
- requirements about professional organization
- requirements about professional communikcation
- physical, mental, emotional, social exposures
- value adding potential of function

The expert version

You can integrate *value grading*® into your existing grading system without problems.

The expert version hereby implements only the value adding potential criterion of *value grading*® into any existing grading system. The loading of this criterion in relation to the existing criteria can be freely chosen by the customer.

The tool

Independently to your grading system the expert version can also be used to identify such functions which do not dispose of sufficient value adding potential.

This enables you to decide about measures to reorganize such functions and furnish them with additional value added potential.

value *grading*® Licence

value grading does not only supply the criteria and the manual for the grading of your functions.

It also offers the systematic to create your base pay model, including all instruments and procedures to define the logic to position your employees within the salary bands – for new hires as well as for existing employees.

The whole package you can buy through a value grading-licence, which costs depend on your company size.

Further information you receive under
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