

Competency Management & Job Evaluation

Human Resources are facing complex systems, fast evolving environments, difficulties in managing the recruitment process and demographic changes. The Job Grading process provides you with a basis for decision-making and a structure in different HR areas, including compensation management, personnel development, mobility and career as well as succession planning.

Job Grading Methodology

Driving change in Human Resources Management

Develop a grading system that reflects the actual structure of your organisation.

The purpose of conducting job evaluations is to define your employees' role, responsibilities, authority level, and value to the company, and further to provide a basis for rationalising salary structure and performance appraisal.

We can assist you with a structured offering that targets main challenges of today's HR function:

- Defining job values and career path;
- Establishing job requirements;
- Providing a framework for individual pay;
- Planning competencies and career development;
- Developing an adequate grading structure;
- Facilitating internal mobility management;
- Defining a remuneration policy;
- Forecasting recruitment needs;
- Managing and retaining talents.



Our Job Grading methodology: STRATA

Strata helps to structure HR organisation by providing:

- A better understanding of key principles and elements of the remuneration system;
- A better perspective of the career and personal development;
- Transparency with respect to the compensation alignment with job requirements and levels of responsibility.

As it is:

- Applied and recognised on an international scale;
- Accurate, objective and leads to immediate results;
- Designed for HR Management and its knowledge is transferable to internal HR departments;
- Largely accepted within the organisation;
- Evaluating the position, not the worker.

We walk the talk

Strata is our Global Job Evaluation Model. We use it for all jobs, in all industries and at all levels.

Criteria & Dimensions evaluated

We perform assessments based on job descriptions and on STRATA criteria, which fit each client's type of activity (e.g. "Hardship at work" is assessed only in industrial companies).

The classification is performed in close collaboration with HR, management and employees. When possible, we recommend involving the staff delegation in the process as well.

Know-How

- Professional know-how
- Corporate/Business awareness
- Social Competence

Problem Solving

- Scope of Thinking
- Degree of Difficulty

Accountability and Impact

- Autonomy of Decision
- Area of influence
- Intensity of influence on target achievement

Hardship at work

- Physical work conditions
- Working environment

Why PwC Luxembourg?

PwC Luxembourg (www.pwc.lu) is the largest professional services firm in Luxembourg with 2,450 people employed from 55 different countries. It provides audit, tax and advisory services including management consulting, transaction, financing and regulatory advice to a wide variety of clients from local and middle market entrepreneurs to large multinational companies operating from Luxembourg and the Greater Region. It helps its clients create the value they are looking for by giving comfort to the capital markets and providing advice through an industry focused approach.

Our Team

Our experience comes from the business. As HR transformation advisers, we can assist you - with the support of STRATA methodology - developing and implement all of a job-evaluation system designed to meet the specific needs of your company. We want to share beliefs and values.

PwC Luxembourg Human Resource Services can rely on specialists, tools and methodologies which have proven to be successful around the world.

Your contact

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