

Discover the benefits of a job classification system in your organisation



Job classification is a building block for HR processes and it can also support other processes such as organisational design. Is it time to consider introducing a grading system in your organisation for greater clarity and to prepare for the future?

What are the core benefits of a **job classification** system?

Implementing a job classification system across your whole organisation will enable you to:

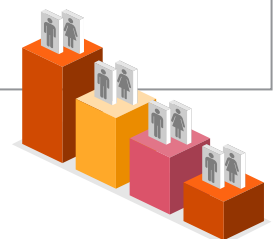
- have overall consistent ratings of jobs;
- structure your workforce and organisational design;
- define reward and benefits by grade;
- clarify roles and responsibilities for your employees;
- manage careers and job mobility in an easier way.



It also facilitates a number of other HR processes, which are key now and for the future of work:

- Strategic workforce planning is getting more and more important, especially in anticipating future competencies;
- Organisational design is key for future development and growth;
- Reward and recognition should be done in a consistent and motivating way, while personalised enough to take into account individual preferences;
- Equal pay for equal work stays a major priority;
- Job mobility is increasing at a rapid pace;
- Engaging and motivating employees is crucial;
- Developing and training employees is fundamental in the war for talent;
- Communicating with employees in an efficient way is not always easy, certainly not with employees working from home

And overall, it will save you time and costs.



How can PwC help?

Given that a job classification system facilitates all these processes, it might be wise to consider introducing a system in your organisation.

PwC has its own job classification methodology called STRATA. Every job is evaluated by the same set of dimensions and criteria, which are adapted to the size and complexity of the company. STRATA criteria take into account the knowledge and skills needed for the job, the complexity of the job, impact and responsibilities. The evaluation results are compared internally across all divisions for consistency.



This is our approach when introducing the **STRATA job classification system** into an organisation:

- Review all current job descriptions or draft them if they are not available;
- Conduct interviews with senior roles;
- Prepare and facilitate workshops with different stakeholders;
- Review updated and completed job descriptions together with HR and senior management;
- Weigh the different jobs based on the STRATA classification methodology;
- Cross check the evaluation results throughout the organisation, together with HR and senior management.

Want to know more?

Don't hesitate to contact Bart Van den Bussche or Isabelle Meuleman for an initial exploratory discussion.



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Is it time to review your job classification system?



Job classification is a building block for core processes within an organisation and must be done in a very rigorous way. But as organisations change rapidly, is your system still fit for purpose?

Job classification in your organisation

Using a job classification system is vital for HR processes and it can also support other processes such as organisational design. Some of its applications are:

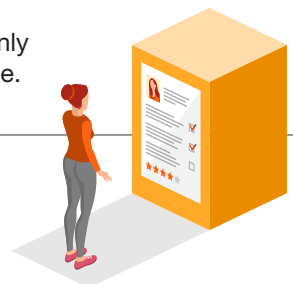
- Compensation and benefits, benchmarking;
- Strategic workforce analysis and planning;
- Talent development and training;
- Succession planning;
- Career and internal mobility;
- Targeted communication.



Have you considered the following recently?

Do you have one overall classification system or do you use different forms of classification? Is your grading system still fit for purpose given that organisations change rapidly? Is it time to do a health check knowing that:

- strategic workforce planning is becoming more and important in terms of anticipating future competencies;
- organisational design is key for future developments and growth;
- reward and recognition must be consistent and motivating, but also personalised enough to take into account individual preferences;
- equal pay for equal work stays a major priority;
- job mobility is increasing at a rapid pace;
- engaging and motivating employees is crucial;
- developing and training employees is fundamental in the war for talent;
- communicating with employees in an efficient way is not always easy, certainly not with employees working from home.



How can PwC help?

A classification system facilitates all these processes and so it might be wise to do a health check on your current system. We can help you with this.



Before jumping to conclusions, we take a look at the specific challenges you're facing. Based on this analysis, we take a look together on specific items such as:

- Is your organisational structure in line with your short term goals and long term strategy?
- Are your job descriptions still up to date and the weight of each job?
- Are roles, responsibilities and objectives clear for your employees?
- Are you rewarding your employees in a consistent way, while taking into account employee preferences?
- Do employees know how they can evolve in your organisation?

PwC also has its own job classification system STRATA, which uses the point factor method. Every job is evaluated by the same set of dimensions and criteria, adapted to the size and complexity of the company.

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