

Job Evaluation Method

The job evaluation method being provided by Mercer will “match” or compare our benchmark jobs with similar jobs in the external market place. This will include local private sector jobs as well as colleges and peer institutions. This comparison of jobs is being made on a “whole job” basis without analyzing the jobs task by task. Simply put, the comparison will be made on the “General Function” of our benchmark jobs and not by the characteristic duties. There will be no points associated with specific duties, rather the comparison will be on a simple scale; Harper’s benchmark job is less than, equal to or greater than the external job.

Definition of a “Benchmark job”

A job that is commonly found in many organizations and has consistently reliable market data readily available.

How were Benchmark Jobs Chosen

The Compensation Study Committee member representing each employee group met with HR and provided the list of benchmark jobs for their respective group. The final list includes a representative sample of all grade levels and divisions within the College. Benchmarking all jobs is virtually impossible as, like most organizations, we have some jobs that are very unique.