Job Evaluation at MPBS

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**Introduction**

 A job evaluation entails a systematic way of determining the value of a job in comparison to other jobs in an organization (Gast, 2005). Main agenda being to access the relative worthiness for the purpose of establishing a rational pay structure.

 The most appropriate method of job evaluation to use in MicroPharm Bioscience (MPBS) should be that of point. The method is best suited for mid as well as large size organization with fewer jobs and which happens to be the case with MPBS (Gast, 2005). The method has an impact of increasing the profitability of the organization. In addition it looks into all key factors as well as sub factors of job in PMBS organization.

A point job evaluation method involves use of established scale or expressing jobs in terms of key factors. There will be need of inclusion of following components by MPBS so as to apply effectively job evaluation using point method (Beiser & United States, 2009).

 Skill (key factor); education and training required depth of experience required, social skills needed, problem-solving skills and creative thinking. There is a certain group of employees in PMBS who seem to possess scientific skill thus forming scientific staff. On the other hand the general manager of PBMS seem to be inconsistence and ignorant.

 Accountability: Breadth of responsibility, specialized responsibility, degree of freedom to act, number and nature of subordinate staff as well as extent of accountability for equipment in PBMS. Additionally PBMS is seen to suffer from ethical issues and potential inconsistencies in supervisory and management of employees (Oshri, Kotlarsky & Willcocks, 2011).

 Mental demands of a job, Physical demands of a job and also degree of potential stress while operating at PBMS. The organization has always recognized the accomplishment of it scientific staff (Oshri, Kotlarsky & Willcocks, 2011). At the same time there is understating of the vital role played by administrative, business and technical staff towards organization growth and revenue generation. Under MPBS a lot of emphasis is placed on deep scientific expertise while internal and external communication is down played.

There are four primary compensable factors which apply to point method of job evaluation namely.

* Skills
* Responsibilities
* Mental and physical effort
* Working conditions

 The factor weight to be considered while using skills would be that of level of education by employees, as well as their overall ability to perform different tasks assigned to them. In addition there should be inclusion of their years of experience. Under responsibilities, fiscal accountability and responsibility of position need to be considered. Working condition involves looking at the overall environmental factors which could be hazardous or hospitable for work. Along mental and physical effort the factor weight entails degree and amount of concentration as well as level and frequency of physical effort (Oshri, Kotlarsky & Willcocks, 2011).

 Through application of there is opportunity of developing formalized approach to compensation and benefits policies. By employing key factor such as skills then equal employment opportunity and employment for qualified staff buildup. Responsibilities and accountability of managerial staff will help in ensuring that there are equal emphases for both internal and external communication. Top management will be regulated thus ensuring that incentives are extended across all employees regardless of them being scientific or non-scientific. Additionally this will help in ensuring there is no longer salary inconsistence across divisions. With implementation of ranking method there will be promotions and other benefits. Due to this incentive employee will thus be performing at a satisfactory level (Gast, 2005). On the other hand work environment will help in ensuring that employee get the required family medical coverage.

 **The key challenge to effective implementation of recommended approach**

 The senior management team appears to be a tumbling block since most case does not recognize HR policies (Oshri, Kotlarsky & Willcocks, 2011). Top management doesn’t easily take into account of any recommendation made by consultant. On the issue of working condition salaries tend to be inconsistence across divisions as a result of supervisor’s discretion for hiring and pay increase for their direct team. Management therefore acts as main key challenge towards implementation of recommended approach.

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