



PROJECT

CLIENT REQUIREMENT



A global textiles manufacturer required culp to lead a job grading exercise as part of the “rethinking remuneration” solution at the organisation. Sponsored by the CEO and HR Director.

CULP SOLUTION



Research job evaluation history and recommend the best approach. Lead job grading with external consultants, coordinate internal stakeholders and manage deliverables.

RESULT & IMPACT



Research identified the job evaluation approach required a shift to Global Grading System (GGS). There was a better alignment with the industry, company DNA and expected outcomes.

Completed an Organisational Design exercise to ensure the current structures were relevant and aligned to payroll data and job titles. Coordinated all manager grading sessions (including Executives) with external consultants to grade the unique jobs in their structure and any future jobs in the workforce plan. All grading sessions were completed within 1.5 months with 1 delay.

Co-presented grade maps to the Executives and presented the final report and next steps for GGS implementation and operational planning.

>120 unique jobs graded and the organisation shifted to a new job evaluation methodology. All managers were engaged as part of the exercise. Job grading was completed on-time and in-budget despite 1 delay. Organisational readiness for salary benchmarking.

LEARNINGS



It is important that communication about job grading is consistent. Grading jobs is not salary grading or impacting. Miscommunication creates unrest and unnecessary anxiety in the system. A re-grade of jobs every 2-4 years, ensures fairness, consistency and supports the org structure.

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