MODULE / 06 · PROGRAMME

Job grading and HR compensation

From job evaluation to pay bands and promotion

Job evaluation methods, particularly Point Factor; grades, pay ranges and benchmarking; Compa-Ratio, Red/Green Circle, Merit Matrix and promotions; implementation, communication and system review.

What you will be able to do

- Evaluate positions using a documented method and build job grades.
- Define pay bands and interpret each employee's position within them.
- Connect pay increases and promotions to clear criteria.

Who this module is for

HR professionals, department heads, finance professionals and business administrators who make or prepare decisions on pay, grades and promotions.

How we will work

Case-based work and templates adapted to organizational needs. HR Grading Excel Toolkit: role evaluation, pay structure, Compa-Ratio analysis, three-scenario budget, promotion plan and dashboard. Case study and links to performance.

Module lead: Erisa Dashi

MODULE / 06 · CURRICULUM

Job grading and HR compensation

01 Topics and practical work

Job evaluation methods, particularly Point Factor; grades, pay ranges and benchmarking; Compa-Ratio, Red/Green Circle, Merit Matrix and promotions; implementation, communication and system review.

02 Tools and practical outputs

HR Grading Excel Toolkit: role evaluation, pay structure, Compa-Ratio analysis, three-scenario budget, promotion plan and dashboard. Case study and links to performance.

MODULE / 06 · TOOLS AND PARTICIPATION

Job grading and HR compensation

Module practical toolkit

HR Grading Excel Toolkit: role evaluation, pay structure, Compa-Ratio analysis, three-scenario budget, promotion plan and dashboard. Case study and links to performance.

All packages include the HR Grading Excel Toolkit.

Investment and registration

Standard	9,900 ALL
Team Pass · 2 people	17,000 ALL
1:1 Executive Session	19,900 ALL
Full People Systems Lab · 6 modules	39,900 ALL

Team Pass: two participants from the same company; total price for both. 1:1 session: individual implementation guidance, by appointment. Full Lab: six modules for one participant.

Online. Around one month for the full programme, with 1–2 modules per week. Dates and times are confirmed with participants.

An application does not process a payment or confirm a place. Registration is confirmed after participation and payment have been confirmed according to ED Consulting instructions.