

Patterson job grading structure process

This slide exhibits a job grading structure in which jobs are categorized into six groups that are graded and grouped into two to three subgrades. It includes three steps such as banding, sub-banding, and sub-grading.

Step 1 Banding	Step 2 Sub-banding	Step 3 Sub-grading
Decision based on kind of decision and judgement required	Identification of lower and upper portions of bands	Further division of lower and upper portions
F (top management)	F Upper (strategizing)	F4, F5
	F Lower (policy formulating)	F1, F2, F3
E (senior management)	E Upper (strategizing)	E4, E5
	E Lower (programming)	E1, E2, E3
D (middle management)	D Upper (strategizing)	D4, D5
	D Lower (interpreting)	D1, D2, D3
C (skilled and junior management)	C Upper (coordinating)	C4, C5
	C Lower (routine)	C1, C2, C3
B (semi-skilled)	B Upper (coordinating)	B4, B5
	B Lower (automatic)	B1, B2, B3
A (unskilled)	Add text here	Add text here
	Add text here	Add text here



Key insights

- Jobs are compared on the basis of the complexity of decisions made by employees
- Jobs are graded on the following factors:
 - Decision making
 - Supervision
 - Coordination
 - Complexity
 - Add text here
 - Add text here

Job Performance Questionnaire By Patterson 1970

M Woodhall



Job Performance Questionnaire By Patterson 1970:

Comprehensive Dissertation Index, 1861-1972: Education Xerox University Microfilms, 1973 Report on Research and Publications University of Tennessee, Knoxville, 1972 *Resources in Education*, 1976 **Management, a Continuing Literature Survey with Indexes**, 1969 *Research in Education*, 1973 **A Survey of the Procedures for Evaluating the Performance of Secondary Public School Principals in Michigan** Robert Mayfield Towns, 1974

Aerospace Medicine and Biology, 1971 A selection of annotated references to unclassified reports and journal articles that were introduced into the NASA scientific and technical information system and announced in Scientific and technical aerospace reports STAR and International aerospace abstracts IAA The Library Quarterly, 1980 Includes section Reviews

Government Reports Announcements & Index, 1988 *The American Journal of Occupational Therapy*, 1992 **Fair Employment Practice Cases**, 1979 With case table **Subject Catalog of the Institute of Governmental Studies Library, University of California, Berkeley** University of California, Berkeley. Institute of Governmental Studies. Library, 1978 **Cumulative Author Index to Psychological Abstracts**, 1969 Resources in Education, 1975

Government Reports Announcements, 1974 Transactions - The Society of Naval Architects and Marine Engineers Society of Naval Architects and Marine Engineers (U.S.), 1973 List of members in vols 1 24 38 54 57 **Handbook of Human Factors** Gavriel Salvendy, 1987 This handbook provides vital information on the effective design and use of systems requiring interaction between humans machines and the environment Six broad areas of study are covered including intrapersonal relationships on the job the application of analytical capability the scope and limitation of each methodology the applications of present methodologies to specific work situations and the manufacturing and service industries

Government Reports Announcements & Index, 1988 *Library & Information Science Abstracts*, 1976 National Union Catalog, 1980, 1981

Job Performance Questionnaire By Patterson 1970 Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Job Performance Questionnaire By Patterson 1970**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

<http://www.technicalcoatingsystems.ca/About/uploaded-files/default.aspx/Kenyataan%20Tawaran%20Moe.pdf>

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