

## What is Job Evaluation?

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Job Evaluation (JE) is the process of objectively determining the relative worth of jobs within an organization. It involves a systematic study and analysis of job duties and requirements. The evaluation is based on a number of compensable factors. Job evaluation can measure the value of all jobs within an organization and produces a rank order ranging from entry level positions to the most senior positions within an organization. It provides a framework to administer pay.

**Page category:** [Job Evaluation](#) [1]

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### Links

[1] <https://www.uoguelph.ca/hr/page-category/job-evaluation>