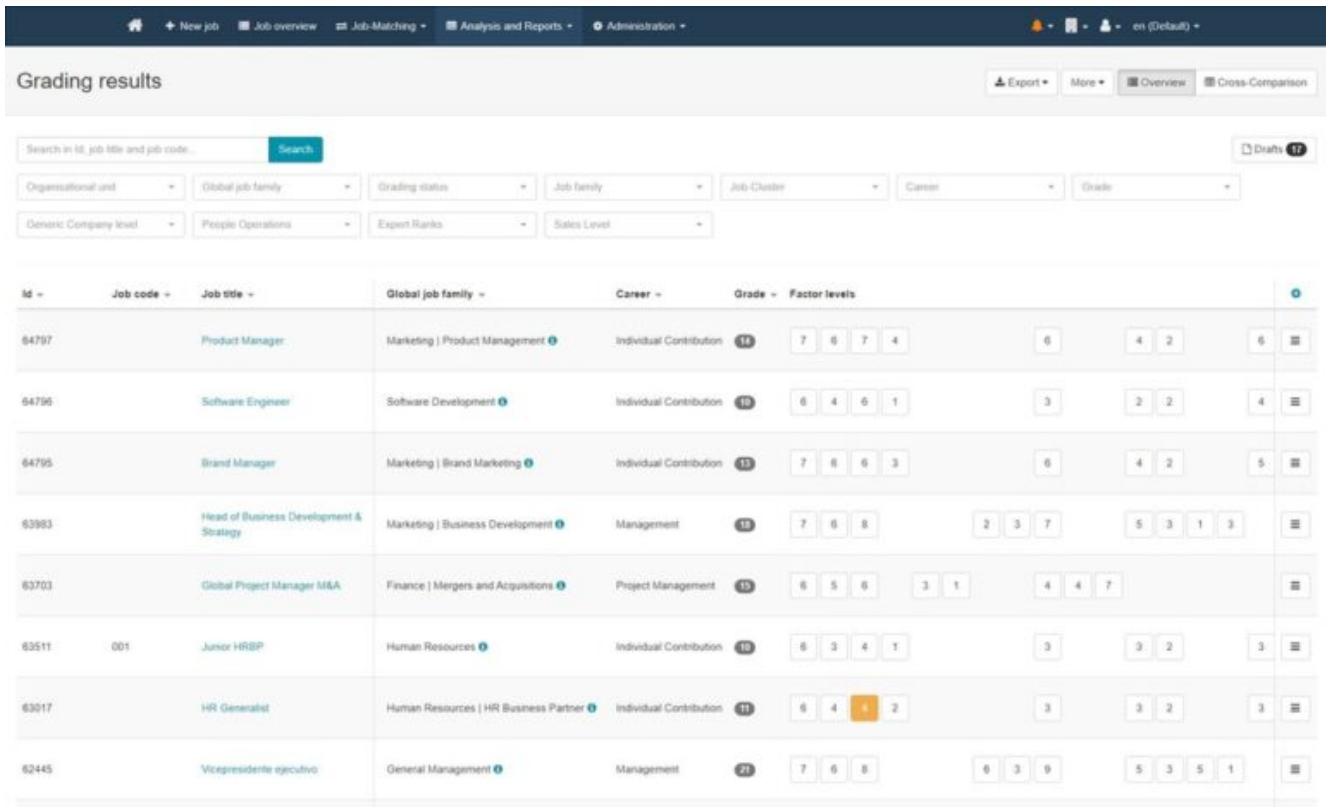


Streamline Your Compensation Structure

Category: Capabilities, Job Evaluation, People and Organisation Improvement

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The screenshot displays a software interface for managing compensation structures. At the top, there is a navigation bar with options like 'New job', 'Job overview', 'Job-Matching', 'Analysis and Reports', and 'Administration'. Below this is a 'Grading results' section with an 'Export' button and a 'More' dropdown menu. A search bar is present, along with several filter dropdowns for 'Organizational unit', 'Global job family', 'Grading status', 'Job family', 'Job-Cluster', 'Career', 'Grade', 'Generic Company level', 'People Operations', 'Expert Ranks', and 'Sales Level'. The main part of the interface is a table with columns for 'Id', 'Job code', 'Job title', 'Global job family', 'Career', 'Grade', and 'Factor levels'. The table lists various job roles such as 'Product Manager', 'Software Engineer', 'Brand Manager', 'Head of Business Development & Strategy', 'Global Project Manager M&A', 'Junior HRBP', 'HR Generalist', and 'Vicepresidente ejecutivo', each with associated factor levels and a grade.

Id	Job code	Job title	Global job family	Career	Grade	Factor levels
64797		Product Manager	Marketing Product Management	Individual Contribution	13	7 6 7 4 6 4 2 6
64796		Software Engineer	Software Development	Individual Contribution	10	6 4 6 1 3 2 2 4
64795		Brand Manager	Marketing Brand Marketing	Individual Contribution	13	7 6 6 3 6 4 2 5
63983		Head of Business Development & Strategy	Marketing Business Development	Management	19	7 6 8 2 3 7 5 3 1 3
63703		Global Project Manager M&A	Finance Mergers and Acquisitions	Project Management	15	6 5 6 3 1 4 4 7
63511	001	Junior HRBP	Human Resources	Individual Contribution	10	6 3 4 1 3 3 2 3
63017		HR Generalist	Human Resources HR Business Partner	Individual Contribution	11	6 4 1 2 3 3 2 3
62445		Vicepresidente ejecutivo	General Management	Management	21	7 6 8 6 3 9 5 3 5 1

As an HR Expert in Africa, you understand the importance of keeping your company's compensation structure logical, fair, and systematic. However, achieving this goal can be challenging without the right tools and expertise. That's where SIL comes in.

Our team of job evaluation experts has helped numerous corporate, public, and non-profit organizations across Nigeria develop competitive compensation for their current and future workforce. We tailor our approach to meet your company's specific needs, ensuring that our analytical and logical outcomes align with your goals.

At SIL, we use the [Gradar](#) job evaluation methodology to streamline your grading and pay scale while providing

quantifiable results that are effective for both internal equity and external competitiveness. Our approach analyzes compensable factors and characteristics of jobs to describe the requirements, expectations, and content of a wide variety of positions, from Chief Executives to unskilled laborers.

One of the key benefits of our approach is that it allows you to measure and validate the worth of your jobs against similar roles in your industry or the values provided in the external market. This ensures that your compensation structure is fair and competitive, which can help you attract and retain top talent.

The screenshot shows a web application interface for 'Grading results'. At the top, there is a navigation bar with options like 'New job', 'Job overview', 'Job-Matching', 'Analysis and Reports', and 'Administration'. Below the navigation bar, there are search and filter options. A search bar is present with a 'Search' button. Below the search bar, there are several dropdown menus for filtering: 'Organisational unit', 'Global job family', 'Grading status', 'Job family', 'Job-Cluster', 'Career', 'Grade', 'Generic Company level', 'People Operations', 'Expert Ranks', and 'Sales Level'. The main content area displays a table with columns for 'Id', 'Job code', 'Job title', 'Global job family', 'Career', 'Grade', and 'Factor levels'. The table contains several rows of job data, including 'Product Manager', 'Software Engineer', 'Brand Manager', 'Head of Business Development & Strategy', 'Global Project Manager M&A', 'Junior HRBP', 'HR Generalist', and 'Vicepresidente ejecutivo'. Each row shows a grade and a set of factor levels represented by numbers in boxes.

Id	Job code	Job title	Global job family	Career	Grade	Factor levels
64797		Product Manager	Marketing Product Management	Individual Contribution	14	7 6 7 4 6 4 2 6
64796		Software Engineer	Software Development	Individual Contribution	10	6 4 6 1 3 2 2 4
64795		Brand Manager	Marketing Brand Marketing	Individual Contribution	13	7 6 6 3 8 4 2 5
63983		Head of Business Development & Strategy	Marketing Business Development	Management	18	7 6 8 2 3 7 5 3 1 3
63703		Global Project Manager M&A	Finance Mergers and Acquisitions	Project Management	15	6 5 6 3 1 4 4 7
63511	001	Junior HRBP	Human Resources	Individual Contribution	10	6 3 4 1 3 3 2 3
63017		HR Generalist	Human Resources HR Business Partner	Individual Contribution	11	6 4 4 2 3 3 2 3
62445		Vicepresidente ejecutivo	General Management	Management	21	7 6 8 6 3 9 5 3 5 1

Another advantage of working with SIL is that we provide ongoing support to help you maintain your job evaluation system over time. This includes training and guidance on how to use the Gradar system effectively, as well as assistance with any updates or changes to your compensation structure.

To illustrate the effectiveness of our approach, consider the case of a public sector organization in Africa that was

struggling with internal equity and external competitiveness issues. SIL's job evaluation experts worked with the organization to develop a new compensation structure that was fair, transparent, and aligned with industry standards. As a result, the organization was able to attract and retain top talent, which helped improve overall performance and achieve its mission.

In conclusion, if you're looking to streamline your compensation structure and develop a fair and competitive system that attracts and retains top talent, SIL's job evaluation expertise can help. Contact us today to learn more about how we can help you achieve your goals.