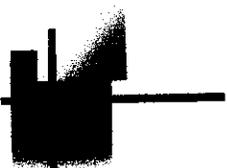




# Administrative, Professional & Technical Job Evaluation System

- **What is Hay?**

Officially known as the Hay Guide  
Chart-Profile Method of Job Evaluation<sup>®</sup>,  
this system utilizes three factors to  
arrive at a job's evaluation. The job's  
content is the sole basis for the job  
evaluation.



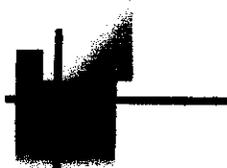
# Administrative, Professional & Technical Job Evaluation System

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The Hay method of job evaluation is generally understood to be a point plan, although Hay itself does not define the guide chart-profile method as a variation of the point method.<sup>2</sup>

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<sup>2</sup>Milkovich; p. 125.



# Administrative, Professional & Technical Job Evaluation System

The three factors are:

- Know-How
- Problem Solving
- Accountability