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| --- |
| Employee development |
| Make decisions on what kind of training is required for the three positions

|  |  |
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| **JOB POSITION #1…………………………………………………………………………………….** | **Type of training** |
|  | **EVALUATION CRITERIA** | **Employee rank** | **Evaluator rank** | **Difference in + or in -** | **Remarks if ranks are different** | **Identification of the training** | **B** | **Q** | **E** | **P** |
| 1 |   |   |   |   |   |   |   |   |   |   |
| 2 |   |   |   |   |   |   |   |   |   |   |
| 3 |   |   |   |   |   |   |   |   |   |   |
| 4 |   |   |   |   |   |   |   |   |   |   |
| 5 |   |   |   |   |   |   |   |   |   |   |
| 6 |   |   |   |   |   |   |   |   |   |   |
| 7 |   |   |   |   |   |   |   |   |   |   |

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| --- | --- |
| **JOB POSITION #2………………………………………………………………………………….** | **Type of training** |
|  | **EVALUATION CRITERIA** | **Employee rank** | **Evaluator rank** | **Difference in + or in -** | **Remarks if ranks are different** | **Identification of the training** | **B** | **Q** | **E** | **P** |
| 1 |   |   |   |   |   |   |   |   |   |   |
| 2 |   |   |   |   |   |   |   |   |   |   |
| 3 |   |   |   |   |   |   |   |   |   |   |
| 4 |   |   |   |   |   |   |   |   |   |   |
| 5 |   |   |   |   |   |   |   |   |   |   |
| 6 |   |   |   |   |   |   |   |   |   |   |
| 7 |   |   |   |   |   |   |   |   |   |   |

|  |  |
| --- | --- |
| **JOB POSITION #3…………………………………………………………………………………….** | **Type of training** |
|  | **EVALUATION CRITERIA** | **Employee rank** | **Evaluator rank** | **Difference in + or in -** | **Remarks if ranks are different** | **Identification of the training** | **B** | **Q** | **E** | **P** |
| 1 |   |   |   |   |   |   |   |   |   |   |
| 2 |   |   |   |   |   |   |   |   |   |   |
| 3 |   |   |   |   |   |   |   |   |   |   |
| 4 |   |   |   |   |   |   |   |   |   |   |
| 5 |   |   |   |   |   |   |   |   |   |   |
| 6 |   |   |   |   |   |   |   |   |   |   |
| 7 |   |   |   |   |   |   |   |   |   |   |
| 8 |   |   |   |   |   |   |   |   |   |   |
| 9 |   |   |   |   |   |   |   |   |   |   |

Contribution: #1: #2 #3: #4: #5: |
| Salaries |
| The table with proposed salaries to be put here including all the positions from the organizational chart and not just those representing the three levels as in previous excersises. The up to down order should result from the hierarchy in the organization |
|  | Position | Input / Output % (Intellectual contribution vs efficiency) with list of arguments | Proposed monthly and annual amount of an employee’s salary (wage) based on the explained factors i.e. responsibility. |
| 1 |  |  |  |
| 2 |  |  |  |
| 3 |  |  |  |
| 4 |  |  |  |
| 5 |  |  |  |
| Contribution: #1: #2 #3: #4: #5: |