

THE RANKING METHOD

The ranking system is a non-quantitative method of listing jobs in order of the demands they are considered to make on those who perform them or their importance to the unit, section or organization outcomes. The evaluators are required to keep the whole job in mind and to compare the difficulty and requirements of each job with every other job in the unit, section or organization. This is usually done either by sorting the job descriptions (or an abbreviation form of the job description such as a job specification) on the basis of difficulty/importance into a rank order from most difficult/importance to least difficult/importance, or by the method of paired comparisons. In the later method, each job is compared with every other job being evaluated by making separate judgements between every pair of jobs. It is particularly important in the ranking method that evaluators are familiar with all the jobs being ranked and that they have full information about the jobs, preferably in the form of complete job descriptions. After the jobs have been listed in order of difficulty the evaluators, or probably a central committee in a large organization, determine the number of levels to be established for pay purposes and the groupings of the jobs into levels.

- Used at UWO for approx. 30 yrs. (since 1971)

UWO Jobs Evaluated On Ranking System

- CS
- Food Services (Union)
- Physical Plant (Union)
- Stationary Engineers (Union)
- Police (Union)