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Job family modelling is a practical

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way of analysing, understanding and measuring a logical grouping of roles within an organization and how work changes at each level within that group. It ' s an approach used by many large multi-nationals because it ' s easy to explain and apply, it reduces the need for individual job

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descriptions and evaluations, and it offers flexibility and efficiencies during organization restructurings.

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organisations have a separate job family for call centres). If they do not, job families provide horizontal integration. Support or corporate functions, like HR, Finance, IT etc. may be distributed across the organisation in devolved management ...

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roles within each job family is much easier to contemplate. The Nationwide Building Society found that introducing market-related job families substantially cut the number of ad hoc payments that had grown up over the years to deal with

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~~Job Families: An integrating approach
to reward and ...~~

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joint venture with the top Japanese entertainment company AVEX in 2011, after already advancing into the Japanese market in 2007 by establishing YG Japan, YG was able to establish the solo label YGEX in an effort to more aggressively advance in the Japanese market.

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A Job Family is a group of job functions that involve work in the same general occupation. These jobs

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have related knowledge requirements, skill sets, and abilities. Finance and General Services are examples of families in UCSC's job structure. A Job Function is a more specific occupational area within a job family. In a job function, the same or relatively similar work is

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performed, a similar skill set is required, and it is possible to move within the family with minimal training.

~~Families and Functions~~

The job families were developed in partnership with trade union

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colleagues using the Hay Job Evaluation methodology, with additional support from the Korn Ferry Hay Group. We also complied with the...

~~Job families toolkit for academies -
Surrey County Council~~

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A job family is a group of roles that is similar in character, where the role holders are engaged in broadly similar work, or have broadly similar objectives. It describes career groups at a number of different levels, reflecting differences in grades. All the job families are underpinned by

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the same job evaluation
methodology.

~~Job families | Human Resources |
Loughborough University~~

A job function is a specific
occupational area within a family that
is similar in educational background,

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experience/competency
requirements and market value.
Examples of job functions (with
corresponding job families): Family:
Human Resources Functions:
Compensation, Benefits Family:
Academic Support Functions:
Advising Family: Library Services

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Functions: Collections, Archives

~~Job Functions | Job Family Framework
| Compensation ...~~

The Job Family Model also supports the key priorities for APS reform outlined in the Independent APS Review; in particular the goal of

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transforming the APS into an
“ employer of choice ” . The Job
Family Model supports this goal by
facilitating Workforce Planning,
Talent Management and Career
Development. Guiding Principles The
APS Job Family Model aims to:
Effectively articulate specific roles for

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practical application in Workforce
Planning and organisational
operational management.

~~Job Family Model | Australian Public
Service Commission~~

Job Families are groups of jobs that
are similar in the field/profession of

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the work and core accountabilities. Click on the job families below to see more details, and job functions within each job family. Your peers within your department are likely part of the same job family as you, and may be part of the same job function. A job family is a group of positions that

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involve work in the same functional occupation and have related core knowledge and background requirements.

~~Job Families | Job Family Framework |
Compensation | Human ...~~

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~~Restoring Heritage Grains The Culture
Diversity And ...~~

A job family is defined as a series of related job titles with progressively higher levels of impact, knowledge, skills, abilities (competencies), and

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other factors, providing for promotional opportunities over time.

Key Elements of Job Family Title Series

~~Job Families Explanation and Guidelines Definition Key ...~~

Job family frameworks help managers

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and staff to quickly identify what level a particular post is working at, prior to submitting a job description for evaluation. They are underpinned by the Hay job evaluation methodology. The family frameworks are the basis for the capability frameworks. For academic and related staff

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