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The measurement



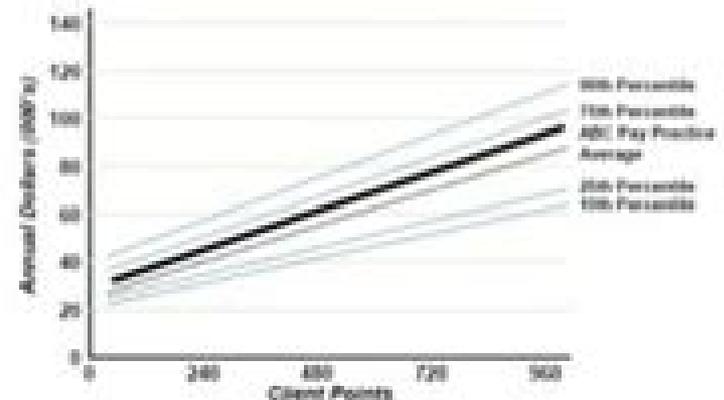
Output: Rank Order

Position	Incumbent	Know-How	Problem Solving	Accountability	Total Points
Manager	J. Doe	F13 304	E3(38) 115	E3C 152	571
Supervisor	S. Smith	E13 230	D3(33) 76	D2P 115	421
Systems Specialist	B. Brown	E12 230	D3(33) 76	D2C 76	382

Internal Equity Analysis



Market Pricing Analysis



Structure Hay Group

**Richard L. Daft, Patricia A.
Fitzgerald, Michael Rock**



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