

OP: New Personnel System

TEN PHASES

PROJECT INTIATION

SALARY SCHEDULE

PILOT PROGRAM

TOTAL COMPENSATION

JOB ANALYSIS

ADMINISTRATIVE DOCUMENTS

JOB EVALUATION

IMPLEMENTATION

MARKETPLACE

CONCLUSION

DATA PROCESSING SUPPORT

- 1. BUILD TEXT FILE -
 JOB DESCRIPTIONS AND FACTORS**
- 2. APPLY NUMERICAL VALUES TO FACTORS**
- 3. CONDUCT MARKETPLACE SURVEY**
- 4. DEVELOP SALARY STRUCTURE**
******* <END PILOT> *******
- 5. PREDICT PAYROLL COSTS**
- 6. ISSUE REGULATIONS**
- 7. ALLOW MANAGERS TO CREATE NEW JOBS**

TEXT FILE

DESCRIPTION

OCCUPATION CODE

OCCUPATION TITLE

LEVEL

DESCRIPTIONS

FACTORS



● COLLECTED ON P/C

● MIGRATE TO MAINFRAME FOR WIDE ACCESS

POSITION FILE

DESCRIPTION

OCCUPATION CODE

OCCUPATION TITLE

LEVEL

AVERAGE SALARY

FACTOR 1 VALUE

FACTOR 2 - N VALUES

TOTAL FACTOR POINTS

MARKETPLACE SALARY

NEW OCCUPATION CODE

NEW GRADE

RECOMMENDED SALARY RANGE

Ⓢ P/C FILE FOR FACTOR VS. MARKETPLACE ANALYSIS

Ⓢ MAINFRAME FILE TO DEVELOP PAYROLL COSTS

INCUMBENT FILE

**DESCRIPTION
INCUMBENT**

BIRTHDATE

SEX

PAR RATING

OCCUPATION CODE

CURRENT SALARY

© COLLECTED FROM EXISTING FILES

© MAINFRAME FILE TO DEVELOP PAYROLL COST

REGULATIONS

- 1. INPUT ON WANG OR MAINFRAME**
- 2. DATA STORED IN AIM**
- 3. COORDINATED VIA AIM**
- 4. SENT TO P&PD VIA AIM**
- 5. TEXT SEARCH VIA AIM BY ANYONE**

● USE EXISTING AIM SOFTWARE

● COORDINATE WITH OIS