

# Job evaluations assignment



**ASSIGN  
BUSTER**

## Job Evaluation at Whole Foods Week 3 Assignment Tanisha Reynolds

Prepared For: HR 598 – Professor T. Clark May 23, 2010 Evaluate the jobs listed in the case study and prepare a job structure based upon its evaluation. Assign titles to jobs, and show your structure by title and job letter Whole Foods stores are organized into teams based on the different product categories: \* Produce (vegetables and fruits) \* Meat \* Seafood \* Grocery (dairy, frozen) \* Specialty (cheese, alcohol) \* Prepared (deli) \* Whole Body (nutrition products) Customer Services (cash register The teams are not merely front-end sales organizations, but should be considered more as strategic business units, each with full profit and loss responsibility. Management considers them the “ organizational cells” of the business, like cells in the body of a human being. Team Leaders are delegated broad authority and responsibility regarding the way the teams conducts its operations, from hiring, promotion and firing of team members, to decision making regarding the procurement and merchandizing of goods .

A typical team is structured as follows: Team Leader – Assistant Team Leader – Buyers – Supervisors – Team Members Team Leaders| Assistant Team Leader| Buyers| Supervisors| Team Members| Prepared Food Manager (Job C)| Prepared Food/Assistant Manager (Job G)| | Prepared Food/Sift Supervisor (Job D)| Customer Service/Cashier (Job B)| | Assistant Store Team Leader (Job H)| | Stock Supervisor (Job F)| Customer Service/Deli (Job A)| | | Utility Worker /Dishwasher (Job E)| | | | Stock Worker (Job I)|

Describe the process you went through to arrive at that job structure. The job evaluation techniques and compensable factors used should be described, and the reasons for selecting them should be stated. Taking into

consideration that Whole Foods has an Egalitarian structure in which they have fewer levels and smaller differentials between adjacent levels and between the highest and lowest paid worker. Whole Foods want all of their employees to feel valued equally. This structure work organization support teams.

Some of the job characteristics were very similar so to differentiate them I had to look more into the requirements needed for each position.

Requirements such as years of experience relative to the position, and physical capabilities. Compensable factors are defined as the characteristics in the work that the organization values, those that help it pursue its strategy and achieve its objectives. Compensable factor used to aid me in my decision was the Profile Method of job evaluation which include Know How, Problem Solving and Accountability.

Since the Know How relates to Knowledge, Skills and Abilities (KSA) the method seemed to be the best fit for conducting the analysis. Evaluate the job descriptions. What parts of them were most useful? How could they be improved? Though the descriptions given in the job description were detailed they were very repetitive and vague in referring to what department a potential candidate would be hired to work in. For example prepared foods, there are various departments within prepared foods. It was difficult to give a title to a position located within that department let alone format it with the structure.

All of the employees are considered to be team members so I had to look at the years of experience required for the position. In changing the job

descriptions so that they would be more informative it would be beneficial to indicate specifically what department the employee would be working in.

references According to the Whole Foods Market website Retrieved May 23, 2010 From: <http://www.wholefoodsmarket.com/company/history.html>.

George Milkovich and Jerry Newman Compensation, 9th Edition McGraw Hill, 2008