

# The Hay Guide Chart Profile Method

- Widely used in job evaluation, the **Hay Guide Chart Profile Method** is commercially available through Hay Group.
- Job content is analysed in terms of three major factors which are present to some degree in every job.
  - Know how => specialized knowledge, managerial skills, human relations
  - Problem solving => environment and challenges
  - Accountability => answerability for actions, freedom to act, job impact etc

# Hay Guide Chart Example

**RJ Shavelson**



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