



Prairie View A&M University

Job Evaluation Model

Compensable Factors Point Values Assignment

Compensable Factors	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Min Points	Max Points
Education	20	40	60	100	125	150	200			20	200
Work Experience	0	50	100	125	150	200				0	200
Leadership/Supervisory Responsibilities	0	20	40	60	80	100	125	150	175	0	175
Personal/Organizational Contacts	25	50	75	100	125					25	125
Customer Service Relationships	25	50	100	125						25	125
Work Complexity/ Budget Authority	50	100	125	150	200					50	200
Independent Judgment/ Decision Making/ Problem Solving Skills	50	100	125	150						50	200
Working/Environmental Conditions	10	20	30	50						10	50
										180	1275

Using the job description and job evaluation model, determine which degree definition for each compensable factor best fits the job and then assign the corresponding point value.