



Prairie View A&M University

Job Evaluation Model

FACTOR 8: WORKING/ENVIRONMENTAL CONDITIONS

This factor measures the unavoidable physical demands, environmental elements and safety/hazardous conditions under which the work is performed.

Level 1 (10 points)	Work is performed within routine office environment with no exposure to hazardous or unpleasant conditions. Physical demands are usually limited to sitting or standing in one location much of the time. Some stooping, lifting or carrying objects of light weight may be required.
Level 2 (20 points)	Working conditions involves some exposure to moderate risk of accident and require following basic safety precautions. Physical demands include moderate physical activity that includes prolonged standing and/or walking, handling moderate weight objects and/or using or carrying equipment. Work may require routine travel.
Level 3 (30 points)	Work involves heavy physical effort and exertion of various kinds with frequent exposure to unpleasant elements, such as extreme temperatures, chemicals, fumes, gases, loud noises, dirt, dust, smoke, etc. Movement may be restrained or confined.
Level 4 (50 points)	Work involves strenuous physical activities of various kinds with continuous exposure to hazardous substances, potentially dangerous situations, unpleasant work conditions such as adverse weather conditions or extreme risk of accident or ill health.