

Position Grade

Business Term Status

The Business Term is currently **waiting approval** by the Data Governance Committee.

Business Term Definition

Position Grade is the result of job evaluation, it represents the relative level of one position compared to other positions in the Company. It's determined through the application of the Hay method (the weighing of the Know-How, Problem Solving and Accountability, as well as internal and external relativities of the positions to other positions).

List of Values

N.A. : Not Applicable is used to classify people that are not part of the internal workforce.
NC : Classification applied to all people that are part of the Internal Workforce with non executive responsibilities that follow a local grading policy.
S15 to S27: Classification applied to all people that are part of the Internal Workforce with executive responsibilities in the company (junior, middle and top executives with an S Grade from S15 to S27).

Roles

Data Owner	Data Steward
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Data Source

Data Source
SuccessFactors Employee Central

Data Type

Data Type
Master Data

Data Classification

Data Classification
Internal Data