Unit 4 Paragraph-Based Case Study 10 marks

Case: Job Evaluation at ByteWave Technologies (MNC)

ByteWave Technologies, a rapidly expanding multinational IT and digital solutions company with operations across India, Europe, and Southeast Asia, began facing internal pay disparities as it scaled its workforce. Employees performing similar roles across departments reported differences in pay, leading to dissatisfaction and reduced morale. The HR leadership realized that compensation decisions were being made without a structured framework. To address this, ByteWave introduced a formal **job evaluation system**. The HR team started with detailed **job analysis** to identify duties, responsibilities, skills, and working conditions for each role. Based on this, standardized **job descriptions and job specifications** were prepared. The company then selected the **point factor method** of job evaluation, considering factors such as skill level, effort, responsibility, and complexity. Jobs were systematically evaluated and assigned points to determine their **relative worth** within the organization. Finally, a rational **wage and salary structure** was developed based on evaluation results, ensuring internal equity, transparency, and consistency across all global locations. This structured approach helped ByteWave align compensation with job value, improve employee satisfaction, and support its long-term growth strategy.

Case-Based Questions

1. **Why did ByteWave Technologies feel the need to introduce job evaluation?**

2. **Identify the major steps in the job evaluation process followed by the company.**

3. **Which type of job evaluation method was used and why was it suitable?**

4. **How did job evaluation contribute to employee satisfaction and organizational effectiveness?**