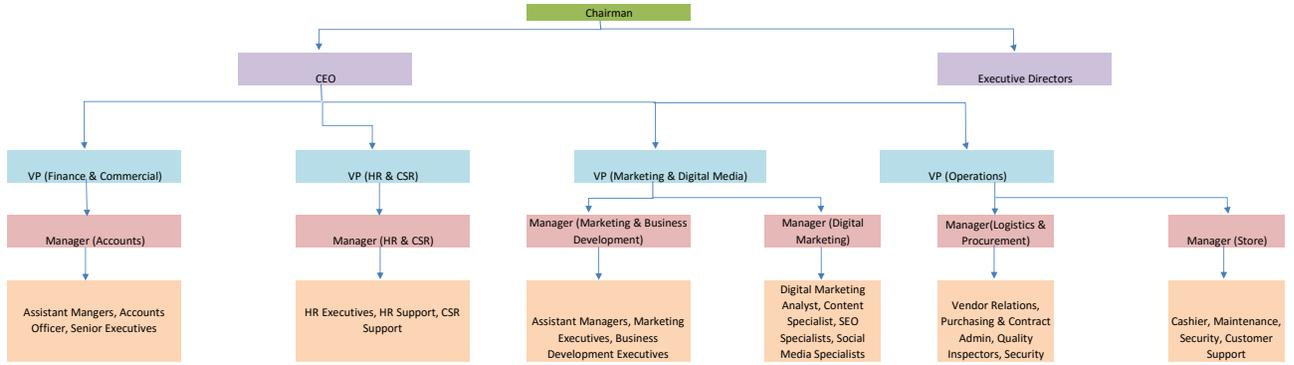


A standard White Good Industry Organogram



Compensable Factors	Sub-Factors	Factor Weigtage	Sub-factor Weigtage	1st Degree	2nd Degree	3rd Degree	4th Degree	5th Degree
Skills		50						
	Education & Training (Qualification/Certification)		12	12	24	36	48	60
	Experience & Job Knowledge		24	24	48	72	96	120
	Innovative & Ingenuity		14	14	28	42	56	70
Effort		15						
	Physical Demand		10	10	20	30	40	50
	Mental or Visual Demand		5	5	10	15	20	25
Responsibility		20						
	Span of Control		6	6	12	18	24	30
	Role/Job Impact		7	7	14	21	28	35
	Consequences of error		3	3	6	9	12	15
	Job confidentiality		4	4	8	12	16	16
Job Conditions		15						
	Working Conditons		10	10	20	30	40	50
	Unavoidable hazards		5	5	10	15	20	25
Total		100	100	100	200	300	400	500

1 point =1500Rs~1800 Rs

Compensable Factors	Sub-Factors	Degree	Points
Skills			
	Education & Training (Qualification/Certification)	4th	48
	Experience & Job Knowledge	5th	120
	Innovative & Ingenuity	3rd	42
Effort			
	Physical Demand	1st	10
	Mental or Visual Demand	3rd	15
Responsibility			
	Span of control	3rd	18
	Role/Job Impact	3rd	21
	Consequences of error	2nd	6
	Job confidentiality	4th	16
Job Conditions			
	Working Conditons	1st	10
	Unavoidable hazards	1st	5
Total			311

Assistant Manger (Marketing) Payable 311x1800
5,59,800/yr
46,650 m

Compensable Factors	Sub-Factors	Degree	Points
Skills			
	Education & Training (Qualification/Certification)	2nd	24
	Experience & Job Knowledge	3rd	72
	Innovative & Ingenuity	3rd	42
Effort			
	Physical Demand	1st	10
	Mental or Visual Demand	2nd	10
Responsibility			
	Span of Control	1st	6
	Role/Job Impact	3rd	21
	Consequences of error	1st	3
	Job confidentiality	2nd	8
Job Conditions			
	Working Conditons	2nd	20
	Unavoidable hazards	2nd	10
Total			226

Senior Executive (Entry +2) Payable 226x1800
4,06,800/yr
33,900/m

Assitant Manager		Senior Executive	
Fix Pay		Fix Pay	
A		A	
Basic Pay	25,000	Basic Pay	15,000
HRA	12,500	HRA	7,500
Provident/Pension		Provident/Pension	
*Over time		*Over time	
*statutory bonus		*statutory bonus	
*Special Supplementary Pay/Allowance		*Special Supplementary Pay/Allowance	
Variable		Variable	
B	5000~10000	B	3000~7000
Performance Base Compensation		Performance Base Compensation	
Competent base compensation		Competent base compensation	
Refunable/claime		Refunable/claime	
C	~5000	C	~3000
Cafeteria Plan/flexible benefits plan		Cafeteria Plan/flexible benefits plan	
Deduction		Deduction	
D		D	
Tax	*As per regulation	Tax	*As per regulation
Provident/Pension	2,500	Provident/Pension	1,500
Total		Total	
A+B+C-D		A+B+C-D	