



# R&TM

Recruitment &  
Talent Management

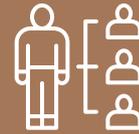
## Factor Based Job Evaluation Consultancy



Wage  
Management



Norm  
Staffing



Sectoral  
Benchmark

## BIG FACTOR FOR SUCCESS

Job Evaluation involves a planning process that we care about being carried out in the whole process of a company since its establishment until today and we wish to be updated continuously. In this process, we will apply all staff that we will analyze verbally with you, along with strong outputs of numerical methods, with internationally accepted methods on a factor basis.

ANKARA (HEADQUARTERS)  
Kızılırmak Mah. Ufuk Üniversitesi Cad.  
Next Level Loft Ofis  
No: 4/44 Çankaya, **ANKARA** / TURKEY  
+90 312 466 71 44

İSTANBUL OFFICE  
FSM Mah. Balkan Cad.  
Just Work Ofis (Meydan AVM) No: 62A Ofis  
No: 419 Ümraniye, **İSTANBUL** / TURKEY  
+90 216 688 08 63

AUSTRIA  
+43 660 237 36 38  
ITALY  
+39 338 422 50 93

RUSIA  
+7 921 775 92 22  
USA  
+1 310 987 52 52



## ► OUR VALUES

Our primary values are to put human life in the center of our work and to carry out a team work in harmony with the companies we serve, always using new and premise methods. We become a solution partner with the consciousness of establishing a fair system that can be compared with an objective and differentiated point of view by making use of the concrete outputs of digital sciences.

## ► OUR SOLUTIONS

We set up your talent model by analyzing the organization chart and personnel structure with our expert team along with the factors on the common platform of international companies. How?

### Organization structure and analysis of demographic information

ODS Danışmanlık organizes a preliminary meeting with the customer and organizes a process flow and preliminary information meeting for the preparation of a document with the company's employee profile, business family structure, organizational structure and demographic information. Although it varies according to the scope of the questionnaire to be applied, it is determined before the application that the detail will be requested according to the questionnaire participants.

### Determination of evaluation scope

Evaluation scope is determined by analysis of the whole company, a part or only one of its staff with the factor-based job evaluation affecting the career path according to the presence and condition of the entire business family.

- Clear identification of career steps
- Ensuring wage equality and balances
- Establishing balances between departments
- Matching staff titles and employees, making updates accordingly
- Number of Norm staffing and selection of budget integration
- Observing the balances within the company
- Comparison with companies in the industry

### Making evaluations with the supervisor in organizational chart to which the staff will be subjected to.

Related evaluations are carried out with company managers. Each evaluation is expressed by a score obtained as a result of the analysis of 3 main dimensions and 3 sub-dimensions related to each main dimension. As a result of the information obtained from these scores and analysis, both the accuracy of job descriptions are ensured and the norm position of the staff against the positions of the employees in the company is questioned.

### Outputs and customer reviews

Evaluation of a part of the company only offer a solution to situational decisions. The success of this research is achieved by spreading the application to the whole company. Key outputs:

- Clear identification of career steps
- Ensuring wage equality and balances
- Establishing balances between departments
- Matching staff titles and employees, making updates accordingly
- Number of Norm staffing and selection of budget integration

\*\* The results obtained from all studies are reported to the companies in a detailed format with constructive feedback.