

Traditional evaluation of work position, based on the job description, might be considered outdated. It is only fit to large corporations with a number of similar positions. In small, knowledge-based companies, job descriptions simply do not work.

We offer a different approach, reflecting the specificity of modern workplace.

Based on the recent discoveries of cognitive psychology, domain-specificity and expertise studies, we offer work evaluation process based on knowledge domain as a basic unit of description. Working in the single job position, employees are often forced to use one or multiple knowledge domains. We select and evaluate those domains based on the self-evaluation questionnaire, that might be in some cases enriched with other evaluation tools and dimensions.

This methodology proves to be far more adequate than the traditional approach. They can be considered as a departure point for individual development plans, they can also indicate critical parts of the reward system. The most important advantage of that method is that it gives a complex image of competency level of each employee, that still might be reflected as a single number.