RECLASSIFICATION FACTORS FOR SKILL LEVELS

1. Job Related Background and Preparation: This factor concerns the job related knowledge, skills and abilities to achieve average proficiency in the total job.
2. Physical Demands: This factor concerns the amount and type of physical effort and energy expended.
3. Supervision Given: This factor recognizes the kind of supervision the job being evaluated gives to subordinate workers
4. Supervision Received: This factor recognizes the kind of supervision the job being evaluated receives.
5. Consequence of Errors: This factor concerns the scope of impact, magnitude and possible losses that can directly result from errors.
6. Hazards: This factor concerns the probability of health and/or accident hazards in the job.
7. Judgment: This factor concerns the process of selecting a course of action by analysis and appraisal of alternatives.
8. Personal Contacts: This factor concerns the extent to which the job is required to contact those other than subordinates.
9. Working Conditions: This factor concerns unusual working conditions under which the job must be performed.