# GRADING & COMPENSATION EXCELLENCE

**GRA•CE**
LURSE DIGITAL TOOLS

An effective grading system is indispensable for designing a compensation system that is in line with the market, for attractive talent management, as well as for optimal succession planning.

**With GRA.CE, the digital grading tool from Lurse, the entire grading process is supported, digitized and mapped end-to-end.**

## GRADING PROCESS IN 4 STEPS – SIMPLE AND COMPREHENSIBLE

- Design of the job architecture

- Identification of a suitable evaluation model

- Evaluation of the jobs and allocation to the architecture

- Assigning of employees to jobs (by HR or Executives)

## Advantages at a glance:

- ☑ Suitable for susinesses of any size

- ☑ End-to-end mapping of the entire grading process

- ☑ Linkable to all common systems and benchmarks

- ☑ Simple market comparisons by linking every job in the company with reference jobes from a wide range fo benchmarks

- ☑ Flexible choice of the evaluation model/system

- ☑ Development of own job architectures as well as use of existing ones possible

- ☑ Guaranteed retraceability due to the archiving of the entire history

- ☑ Avaiable as app in the sense fo ‚Software as a Service'

Your contact

Hartmut Wastian
hartmut.wastian@lurse.de
+49 89 12234-10