

CORRELATION TABLE

The correlation table here provides a quick reference on how the HR consulting firms (Hay, Hewitt, HRBS, Mercer, Towers Perrin, & Watson Wyatt) grades match with each other. As each consulting firm evaluates jobs based on different factors, it is always better to use the respective consultant's methodology rather than correlation tables.

This correlation table is developed by matching benchmark jobs with the corresponding Hay, Hewitt, HRBS, Mercer, Towers Perrin, & Watson Wyatt job grades. A pre-condition for developing a correlation table, is that jobs must be properly evaluated using the respective HR consultant Job Evaluation methodology before the correlation table is constructed.

HRBS Rank	Mercer PC	Mercer Career Level	Watson Wyatt Grade	Hay Reference Level	Hay points	Towers Perrin	Hewitt	
1			1-2			W1	1	
1			2			W1	2	
1	41		3			W1	2	
2	42		4	5-7	63-97	W1	2	
3-7	43		5	7-9	85-134	W2/ T1	2-4	
3-7	44		6	9-10	114-160	W3/ T2	2-4	
3-7	45		7	10-11	135-191	W4/ T3/ P1/ S1	2-4	
3-7	46		8			W4/ T3/ P1/ S1	4	
3-7	47	I1	9	11-12	161-227	T4/ P2/ S2	4	
8-11	48	I1	10	12-13	192-268	T4/ P2/ S2/ M1	4-5	
8-11	49	I2	11			P3/ S3/ M1	4-6	
8-11	50	I2 M1	11	13-14	228-313	P3/ S3/ M1	5-6	
11	51	I3 M1	11			P3/ S3/ M1	5-6	
12	52	I3 M2	12	14-16	269-438	P3/ S3/ M1	6	
12-17	53	I4 M2	12			P3/ S3/ M1	6	
12-17	54	I4 M3	12			P3/ S3/ M1	6	
12-17	55	I5 M3	13	16-17	371-518	P3/ S3/ M2	6-7	
12-17	56	I5 M3 M4	13	17-18	439-613	P3/ S3/ M2	6-7	
12-17	57	M4	14			P3/ S3/ M2	7	
15-18	58	M4 M5	14	18-19	519-734	P4/ S4/ M2	7	
16-22	59	M5	15	19-20	614-879	P4/ S4/ M2	7	
16-22	60	M5 M6	16			P4/ S4/ M3	8-10	
16-22	61	M6	17	20-21	735-1055	P4/ S4/ M3	11	
22-27	62	M6	18			P4/ S4/ M3	12-13	
22-27	63	M6 M7	19	21-22	880-1260	P5/ S5/ M3	13	
22-27	64	M6 M7	19	22-23	1056-1507	P6/ M4	13	
22-27	65	M7	20	23-24	1261-1800		14	
22-27	66	M7	20					
22-27	67	M7	20	24-25	1508-2140			
28	68	M7	21					
29	69	M7	21	25-26	1801-2550			
30	70	M7	21	26-27	2141-3020			
31	71							
32	72			27-28	2551-3580			
33	73							
34	74			28-29				
35	75			29-30				
36	76							
37	77							

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