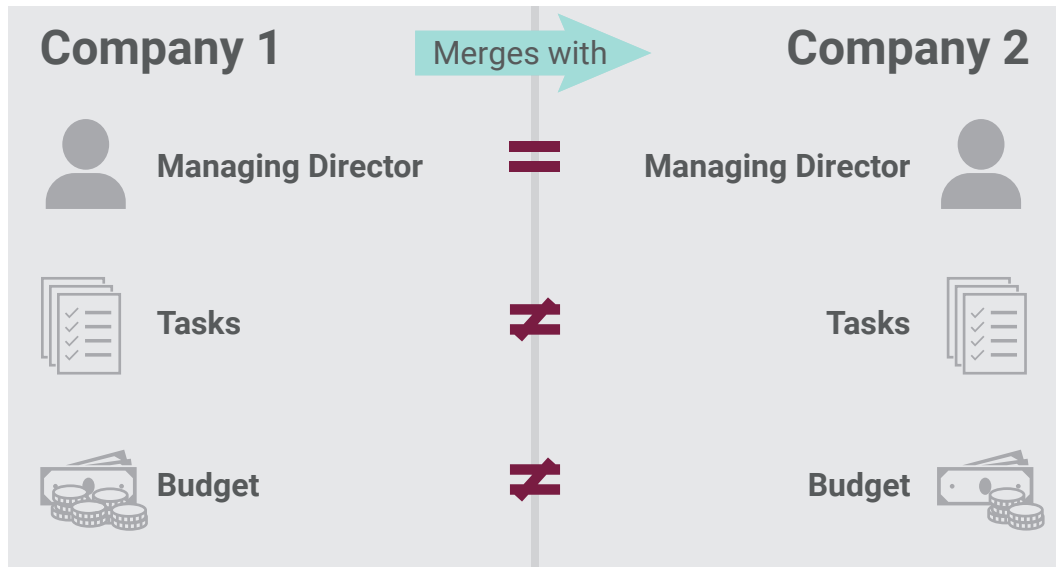


KEEPING YOUR JOB ARCHITECTURE EFFECTIVE DURING PERIODS OF GROWTH: THE M&A CASE

A job architecture designates the supporting structure of an organization's job landscape and is in some cases also used to describe job levelling, job grading or job catalogue. This structure is based on adopting a consistent approach in identifying job levels, career paths, compensation data, etc. It is however not unlikely that an organization's job architecture become outdated and unreliable. This is often the case in periods of growth.

When job titles don't provide a clear and up-to-date understanding of tasks, responsibilities and value of a position, facing an organizational change becomes a daunting and prone to error task.

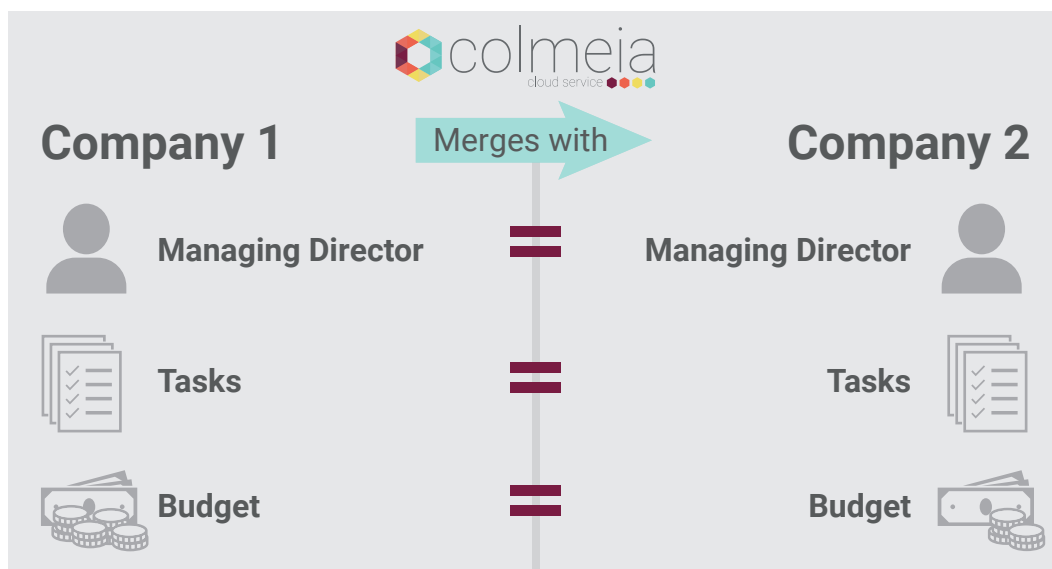
LET'S TAKE THE M&A CASE



It is not uncommon for companies to use the job titles of the acquired or merged company without consolidating nor levelling them with the existing job titles. For example, two employees with a similar job title might have different responsibilities as well as a different level in their respective companies' hierarchies. This can lead to inconsistencies in compensation or career progression, triggering employee dissatisfaction and higher turnover thus cost inefficiencies. Moreover, consistent comparison of employee potential for value creation is almost impossible. This makes the identification and exploitation of synergies very difficult, thus greatly reducing the expected M&A benefits or even increasing its likelihood to fail.

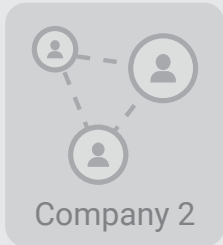
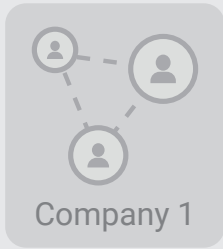
THE COLMEIA SOFTWARE SUITE ENABLES...

- ✓ ...Loading of the existing job catalogues into two different catalogues
- ✓ ...Possibility to parallelly review and compare directly
- ✓ ...Assignment of positions and employee to jobs and job families
- ✓ ...Multi-stage approval process to enable responsible stakeholders to be involved in every step ensuring highest data quality
- ✓ ...Creation of detailed reports in real time and automated export of the results into local systems
- ✓ ...Regular synchronization between the leading HR systems and COLMEIA Global Job Mapping for ensured data consistency at any time during the M&A



HOW IT WORKS

Existing
Job architecture



Structure Job Catalog

Compare & Adjust Job titles

Define to-be job architecture

Merge heterogeneous job architecture into a unique consolidated and well defined job architecture

To-Be
Job architecture

Standardized and consolidated job titles and architecture with all employees mapped to target job structure, ready for transfer to HR system.

Benefits

- ✓ ...a globally standardized job architecture and full overview of its development over time
- ✓ ... optimal preparation for a subsequent job mapping
- ✓ ...efficient planning of the organizational development
- ✓ ...reliable base for grading, succession planning, compensation and benefits etc.
- ✓ ...extremely high data quality and consistency with any HR System



The COLMEIA cloud service was created by HR professionals for exactly the purpose of helping you unleash the full potential of your job descriptions, and even more...

Find out how we can help you:
Telefon: +49 (89) 7167760-80
E-Mail: office@colmeia.cloud
Web: www.colmeia.cloud

[Learn more](#)

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