

Assessing the scientific validity of job mapping process used as a harmonizing tool for job profiling, grading and competency technique: a case study of SNL and S&P global acquisition (integration)



A FinalProject submitted in partial fulfillment of the requirements for the award of the degree of MPS (ODC) at School of Professional Advancement, University of Management and Technology Lahore.

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Acknowledgement

IN THE NAME OF ALLAH, THE MOST GRACIOUS, THE MOST MERCIFUL

Firstly, want to Thanks ALLAH Almighty the most merciful and beneficent and blessing be upon this messenger, for giving me the strength to complete this project.

It is my proud privilege to express deepest gratitude to my supervisor Dr. Naveed Yazdani for his sagacious, encouragement, convivial association and support.

My sincere Thanks to Sir Talha Zubair. I feel proud to state that his worthy suggestions, abundantly helpful, candid attitude and endless support in all stages of my project, was very admiring. It was my pleasure to work with him.

Thanks to all teachers for their assistance and guidance.

Last but not the least special Thanks to my family and friends for their support and encouragement.

Thank you to all those who prayed for me.

Declaration

The work reported in this research document was carried out under the supervision of Dr. Naveed Yazdani, Director of School of Professional Advancement, University of Management and Technology, Lahore-Pakistan.

I, **Zahra Iqbal**, Roll No. 14001208002, student of MPS in the subject of Organization Development And Consultancy (ODC), declare that this final project “Assessing the scientific validity of job mapping process used as a harmonizing tool for job profiling, grading and competency technique: A case study of SNL and S&P Global acquisition (integration)”_ is my own work and is not copied, printed or published, and is submitted as final project work (except the references, standard mathematical or genetic models /equations /formulas /protocols etc). We further declare that this work has not been submitted for award of any other degree /diploma. The university can take any action if the content is found inappropriate at any stage.

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Abstract

The purpose of the study is to assess the validity of the job mapping activity that was done in the integration phase, after the acquisition of SNL by S&P Global. Qualitative research is conducted by using sample of three respondents by having semi-structured interviews. Qualitative software NVIVO 9 is used for data analysis, by analyzing the models and reports understanding of the job mapping process is made clearer. The discussion shows the qualitative and quantitative aspects of the project, where there is more influence of qualitative research. Case study approach is used to investigate the phenomena of job mapping activity (Yin). Propositions and limitations of the project are also discussed.

1. INTRODUCTION

The challenging task of today's organizations is to place right person in the right job. Placing the persons on the right job will ensure the success or failure of the organization. Similarly, it would not be possible for HR practitioners or leaders to place the right person in the right place without knowing their skills, abilities, knowledge of the individuals. Job mapping is defined as employee's placement into jobs that's serves best for them and organization. Job mapping is the bifurcation or break down of jobs into steps, it is also defined as classification of positions, and where positions are been bifurcate on the bases of job profiles(Karna, 2015).