

The Application of The Analytic Hierarchy Process (AHP) In Job Evaluation Model in Municipal Enterprise in Poland*

Janusz CZEKAJ

Cracow University of Economics, Institute of Quality Sciences and Product Management
ORCID ID: 0000-0003-1068-2706

Marek JABŁOŃSKI

Cracow University of Economics, Institute of Quality Sciences and Product Management
ORCID ID: 0000-0002-5464-7147

Anna PRUSAK

Cracow University of Economics, Institute of Quality Sciences and Product Management
ORCID ID: 0000-0002-8344-658X

Correspondence should be addressed to: Janusz CZEKAJ; janusz.czekaj@uek.krakow.pl

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Abstract

The objective of this paper is to demonstrate the possibility of application the analytic hierarchy process in job evaluation model. Two hierarchical models of job evaluation have been constructed: for manual (“blue-collar”) workers and for intellectual (“white-collar”) employees. Each of them consisted of four main criteria, namely: *Work complexity*, *Responsibility*, *Body workload*, and *Work demands*. The analysis of these models was based on pairwise comparisons, judgments expressed by the experts responsible for human resource management in one of the largest municipal enterprises located in Southern Poland. Thirty-three respondents participated in the study. The results were analyzed for each of them individually, and then the priorities were aggregated (*aggregation of individual priorities, AIP*). The results showed the significant importance of factor called *Responsibility for people (safety)*, for evaluation of both manual workers and intellectual employees.

Keywords: AHP, job evaluation, white-collars, blue-collars, work complexity, responsibility, workload.