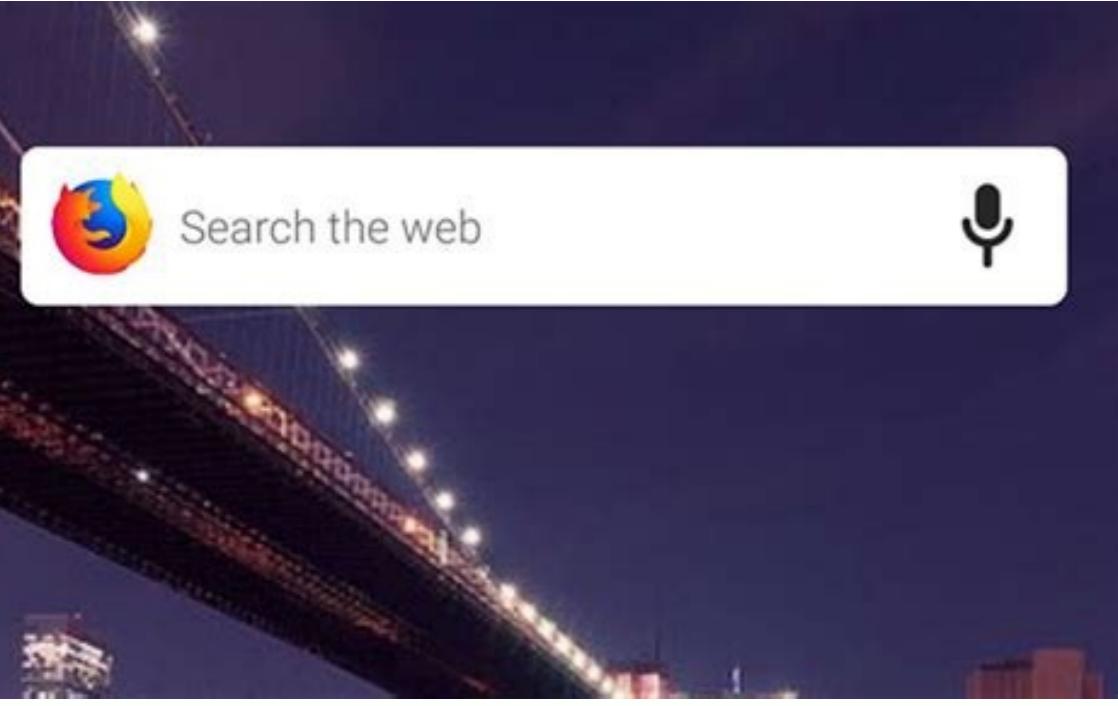


I'm not a robot!



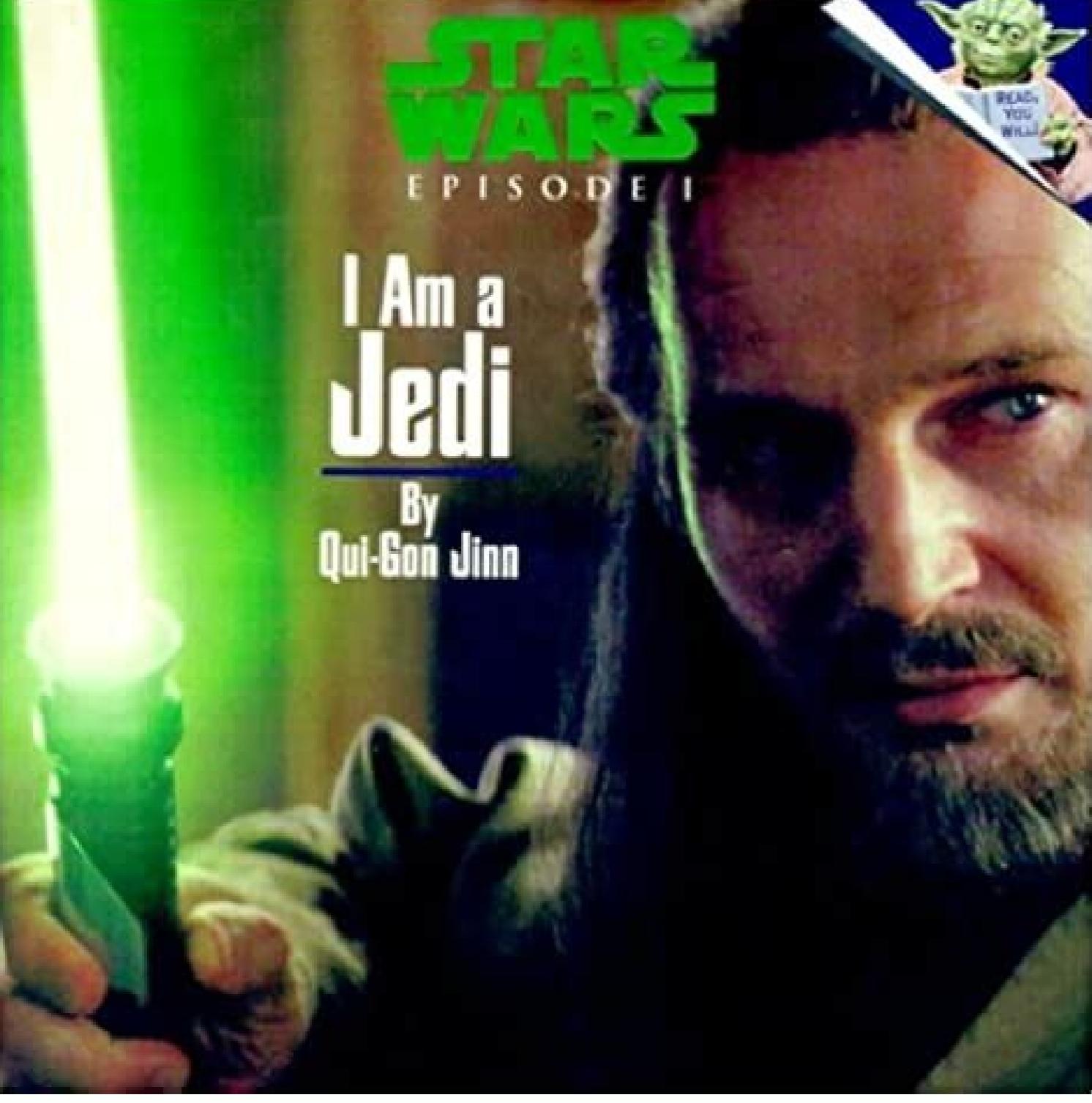
Search the web



Eyes are the windows to our
thoughts



Gaze Tracking



A number of compensable factors are identified as determining the value of the works. Typically, compensable factors include the main categories of: responsibilities of skills, employment contracts, these factors can therefore be further defined. Experience of competence Responsibility of education Sforzo Working conditions Position Extreme hazards in the environment The Point method is an extension of the method of comparison of factors. Each factor is then divided into levels or degrees which are then assigned points. Each job is evaluated using the work evaluation tool. Points for each factor are added to form a total point score for the job. The work is therefore grouped by total score and assigned to the wage/ salaries so that the evaluation work in the same way is placed in the same wage/salary vote. The value of work is expressed in monetary terms. It can be applied to a wide range of jobs. It can be applied to newly created jobs. The pay for each factor is based on subjective judgments. The standard used to determine pay for each factor may have embedded prejudices that would affect certain groups of employees (females or minorities). Suggestions factors use well defined factors. Preliminary rulings examine factors for intrinsic prejudice against females and minorities. Grouping After the ranking, jobs should be grouped to determine the appropriate salary levels. InteractivePoint-Method software program (free web-based work evaluation software. The evaluation of the work based on the point factor is a quantitative form of evaluation of the work which uses factors and levels defined within them. Work requirements Compared to the definitions of factor levels, with corresponding points assigned to work based on the relevant level. Job scores are added to determine a total and are used to create a work hierarchy using the original points (work classification) or a translation into a grade structure grading). Put simply, the value of a job is judged based on the requirements of the core duties, tasks and generally labor involved. Point-Factor Job Ranking explained For a point-factor based job ranking, the requirements, responsibilities, and other aspects of a job - not the position holder as a person - are evaluated with a set of standardized and generalized factors. And, with the factors consisting of several levels, points are assigned to each level. To do this, the requirements of the job are compared with the factor-level explanation to determine which is the best fit. The total score shows the value of the position. Once the total score is calculated, the jobs can be placed in rank order. Typically the compensable factors include the major categories of: Skill / Qualification Responsibilities Effort Working Conditions (uncommon in modern job evaluation systems) Click here to open the Book By clicking, you agree to our Terms and that you have read our Data Use Policy, including our Cookie Use. Merits and Flaws of Point-Factor based Job Ranking The issue of total objectivity arises when considering the precision with which level descriptions can be defined - and which information about the job is most relevant. Some systems, often coming from the context of scientific management theories, create the illusion of objective measurements by using quantified jumps between levels. However the explanation of a 20% jump in communication requirements is seldom given. There are still an element of judgment involved. A clear marker you can use to increase the aim consistency of your findings. You don't need to worry about the overimplified results you get from non-analytical job evaluation - and you can use them as a defense in equal value claims as long as they are based on proper job analysis and a system without inherent gender-bias. That said, there are often complex and strenuous arguments for the equivalence of these measures. But, in general, so, point-factor based factors and the most common forms of analytical job evaluation, with the International Labor Organization's Scheme of General Functional 1950 points through outlined example of point-factor-based job ranking. A modified weighted factor plan was published by the ILO on page 79 of their 2006 brochure on gender neutral job evaluation. Table - Examples of a weighted factors. Detailed factor-level definitions are often available with commercial systems. But those proprietary definitions can be quite cryptic, needing the specialized knowledge of consultants to operate. Full PDF PackageDownload Full PDF PackageThis Paper a short summary of this paper 37 Full PDFs related to this paperDownload PDF Pack This job evaluation plan incorporates some compensable factors, factor definitions, degree level descriptions, and other language included in and/or derived from the Department of Labor's Guide for Evaluating Your Firm's Jobs and Pay and the Office of Personnel Management's Introduction to the position classification Standards. Complete citations can be found below. Bureau of Labor Statistics, (2003), National compensation survey: Guide for evaluating your firm's jobs and pay (DOL Publication), Washington, D.C., U.S. Government Printing Office, U.S. Office of Personnel Management, (1995), Introduction to the position classification standards (Publication No. TS-134), Washington, D.C., U.S. Government Printing Office, Concepts Educational and experience Graphic this is a factor with 13 scale points developed through the or of a grid that incorporates both educational requirements for work and general work experience. This equivalence strategy explicitly recognizes that for many jobs, experience and education can act as substitutes for each other; specific job requirements can limit the application of this graph. For example, a specific job may require a minimum of five years of experience and not allow an educational equivalent; another job may be at factor 6 level, regardless of whether the equivalence was allowed. In other words, this chart allows us to exist equivalences, but it does not require them for all jobs where the working requirements do not make it possible. 7-primary work requires a high school diploma or equivalent, primary vocational training/high school diploma or equivalent, and up to one (30 credit hours) technical training, certification and/or professional classes or work courses in a specialized area. Vocational training Work requires a high school or equivalent diploma and more than one year and up to two years (more than 30 but less than 60 credit hours) of college in specific and/or specialized courses or equivalent vocational training. Specialized The job requires a high school diploma or equivalent and an associate degree (60 credit hours or more). Primary professional Work requires a four-year degree in a non-technical area or in a non-specific area. Professional The job requires a degree in a commercial or technical area or a four-year degree with specific lessons in a specialized or technical area. Advanced Professional The job requires completion of a master's degree. Ib Factor: Experience Requirements The minimum amount of work experience that is necessary to carry out work at an acceptable level. Non Work requires no prior work experience, or a limited degree of experience that can be acquired in less than a year. One year Work requires sufficient knowledge of work to require at least one year of experience performing similar or related tasks. Two years The work requires considerable knowledge to require at least two years of experience performing similar or related tasks. Three years The work requires a moderate knowledge of work to require three years of experience that perform similar or related tasks. Four years Work requires moderately extended work knowledge to require four years of experience performing similar or related tasks. Five years Work requires a broad knowledge of work to require at least five years of experience performing similar or related tasks. 6 years plus work requires similar or related tasks. 6 years plus work requires sufficient knowledge of work to require four years of experience performing similar or related tasks. 7 years plus work requires a moderate knowledge of work to require five years of experience performing similar or related tasks. 8 years plus work requires a broad knowledge of work to require six years of experience performing similar or related tasks. 9 years plus work requires a high level of knowledge of work to require seven years of experience performing similar or related tasks. 10 years plus work requires a very high level of knowledge of work to require eight years of experience performing similar or related tasks. 11 years plus work requires a maximum level of knowledge of work to require nine years of experience performing similar or related tasks. 12 years plus work requires a maximum level of knowledge of work to require ten years of experience performing similar or related tasks. 13 years plus work requires a maximum level of knowledge of work to require eleven years of experience performing similar or related tasks. 14 years plus work requires a maximum level of knowledge of work to require twelve years of experience performing similar or related tasks. 15 years plus work requires a maximum level of knowledge of work to require thirteen years of experience performing similar or related tasks. 16 years plus work requires a maximum level of knowledge of work to require fourteen years of experience performing similar or related tasks. 17 years plus work requires a maximum level of knowledge of work to require fifteen years of experience performing similar or related tasks. 18 years plus work requires a maximum level of knowledge of work to require sixteen years of experience performing similar or related tasks. 19 years plus work requires a maximum level of knowledge of work to require seventeen years of experience performing similar or related tasks. 20 years plus work requires a maximum level of knowledge of work to require eighteen years of experience performing similar or related tasks. 21 years plus work requires a maximum level of knowledge of work to require nineteen years of experience performing similar or related tasks. 22 years plus work requires a maximum level of knowledge of work to require twenty years of experience performing similar or related tasks. 23 years plus work requires a maximum level of knowledge of work to require twenty-one years of experience performing similar or related tasks. 24 years plus work requires a maximum level of knowledge of work to require twenty-two years of experience performing similar or related tasks. 25 years plus work requires a maximum level of knowledge of work to require twenty-three years of experience performing similar or related tasks. 26 years plus work requires a maximum level of knowledge of work to require twenty-four years of experience performing similar or related tasks. 27 years plus work requires a maximum level of knowledge of work to require twenty-five years of experience performing similar or related tasks. 28 years plus work requires a maximum level of knowledge of work to require twenty-six years of experience performing similar or related tasks. 29 years plus work requires a maximum level of knowledge of work to require twenty-seven years of experience performing similar or related tasks. 30 years plus work requires a maximum level of knowledge of work to require twenty-eight years of experience performing similar or related tasks. 31 years plus work requires a maximum level of knowledge of work to require twenty-nine years of experience performing similar or related tasks. 32 years plus work requires a maximum level of knowledge of work to require thirty years of experience performing similar or related tasks. 33 years plus work requires a maximum level of knowledge of work to require thirty-one years of experience performing similar or related tasks. 34 years plus work requires a maximum level of knowledge of work to require thirty-two years of experience performing similar or related tasks. 35 years plus work requires a maximum level of knowledge of work to require thirty-three years of experience performing similar or related tasks. 36 years plus work requires a maximum level of knowledge of work to require thirty-four years of experience performing similar or related tasks. 37 years plus work requires a maximum level of knowledge of work to require thirty-five years of experience performing similar or related tasks. 38 years plus work requires a maximum level of knowledge of work to require thirty-six years of experience performing similar or related tasks. 39 years plus work requires a maximum level of knowledge of work to require thirty-seven years of experience performing similar or related tasks. 40 years plus work requires a maximum level of knowledge of work to require thirty-eight years of experience performing similar or related tasks. 41 years plus work requires a maximum level of knowledge of work to require thirty-nine years of experience performing similar or related tasks. 42 years plus work requires a maximum level of knowledge of work to require forty years of experience performing similar or related tasks. 43 years plus work requires a maximum level of knowledge of work to require forty-one years of experience performing similar or related tasks. 44 years plus work requires a maximum level of knowledge of work to require forty-two years of experience performing similar or related tasks. 45 years plus work requires a maximum level of knowledge of work to require forty-three years of experience performing similar or related tasks. 46 years plus work requires a maximum level of knowledge of work to require forty-four years of experience performing similar or related tasks. 47 years plus work requires a maximum level of knowledge of work to require forty-five years of experience performing similar or related tasks. 48 years plus work requires a maximum level of knowledge of work to require forty-six years of experience performing similar or related tasks. 49 years plus work requires a maximum level of knowledge of work to require forty-seven years of experience performing similar or related tasks. 50 years plus work requires a maximum level of knowledge of work to require forty-eight years of experience performing similar or related tasks. 51 years plus work requires a maximum level of knowledge of work to require forty-nine years of experience performing similar or related tasks. 52 years plus work requires a maximum level of knowledge of work to require fifty years of experience performing similar or related tasks. 53 years plus work requires a maximum level of knowledge of work to require fifty-one years of experience performing similar or related tasks. 54 years plus work requires a maximum level of knowledge of work to require fifty-two years of experience performing similar or related tasks. 55 years plus work requires a maximum level of knowledge of work to require fifty-three years of experience performing similar or related tasks. 56 years plus work requires a maximum level of knowledge of work to require fifty-four years of experience performing similar or related tasks. 57 years plus work requires a maximum level of knowledge of work to require fifty-five years of experience performing similar or related tasks. 58 years plus work requires a maximum level of knowledge of work to require fifty-six years of experience performing similar or related tasks. 59 years plus work requires a maximum level of knowledge of work to require fifty-seven years of experience performing similar or related tasks. 60 years plus work requires a maximum level of knowledge of work to require fifty-eight years of experience performing similar or related tasks. 61 years plus work requires a maximum level of knowledge of work to require fifty-nine years of experience performing similar or related tasks. 62 years plus work requires a maximum level of knowledge of work to require sixty years of experience performing similar or related tasks. 63 years plus work requires a maximum level of knowledge of work to require sixty-one years of experience performing similar or related tasks. 64 years plus work requires a maximum level of knowledge of work to require sixty-two years of experience performing similar or related tasks. 65 years plus work requires a maximum level of knowledge of work to require sixty-three years of experience performing similar or related tasks. 66 years plus work requires a maximum level of knowledge of work to require sixty-four years of experience performing similar or related tasks. 67 years plus work requires a maximum level of knowledge of work to require sixty-five years of experience performing similar or related tasks. 68 years plus work requires a maximum level of knowledge of work to require sixty-six years of experience performing similar or related tasks. 69 years plus work requires a maximum level of knowledge of work to require sixty-seven years of experience performing similar or related tasks. 70 years plus work requires a maximum level of knowledge of work to require sixty-eight years of experience performing similar or related tasks. 71 years plus work requires a maximum level of knowledge of work to require sixty-nine years of experience performing similar or related tasks. 72 years plus work requires a maximum level of knowledge of work to require七十 years of experience performing similar or related tasks. 73 years plus work requires a maximum level of knowledge of work to require seventy-one years of experience performing similar or related tasks. 74 years plus work requires a maximum level of knowledge of work to require seventy-two years of experience performing similar or related tasks. 75 years plus work requires a maximum level of knowledge of work to require seventy-three years of experience performing similar or related tasks. 76 years plus work requires a maximum level of knowledge of work to require seventy-four years of experience performing similar or related tasks. 77 years plus work requires a maximum level of knowledge of work to require seventy-five years of experience performing similar or related tasks. 78 years plus work requires a maximum level of knowledge of work to require seventy-six years of experience performing similar or related tasks. 79 years plus work requires a maximum level of knowledge of work to require seventy-seven years of experience performing similar or related tasks. 80 years plus work requires a maximum level of knowledge of work to require seventy-eight years of experience performing similar or related tasks. 81 years plus work requires a maximum level of knowledge of work to require seventy-nine years of experience performing similar or related tasks. 82 years plus work requires a maximum level of knowledge of work to require eighty years of experience performing similar or related tasks. 83 years plus work requires a maximum level of knowledge of work to require eighty-one years of experience performing similar or related tasks. 84 years plus work requires a maximum level of knowledge of work to require eighty-two years of experience performing similar or related tasks. 85 years plus work requires a maximum level of knowledge of work to require eighty-three years of experience performing similar or related tasks. 86 years plus work requires a maximum level of knowledge of work to require eighty-four years of experience performing similar or related tasks. 87 years plus work requires a maximum level of knowledge of work to require eighty-five years of experience performing similar or related tasks. 88 years plus work requires a maximum level of knowledge of work to require eighty-six years of experience performing similar or related tasks. 89 years plus work requires a maximum level of knowledge of work to require eighty-seven years of experience performing similar or related tasks. 90 years plus work requires a maximum level of knowledge of work to require eighty-eight years of experience performing similar or related tasks. 91 years plus work requires a maximum level of knowledge of work to require eighty-nine years of experience performing similar or related tasks. 92 years plus work requires a maximum level of knowledge of work to require ninety years of experience performing similar or related tasks. 93 years plus work requires a maximum level of knowledge of work to require ninety-one years of experience performing similar or related tasks. 94 years plus work requires a maximum level of knowledge of work to require ninety-two years of experience performing similar or related tasks. 95 years plus work requires a maximum level of knowledge of work to require ninety-three years of experience performing similar or related tasks. 96 years plus work requires a maximum level of knowledge of work to require ninety-four years of experience performing similar or related tasks. 97 years plus work requires a maximum level of knowledge of work to require ninety-five years of experience performing similar or related tasks. 98 years plus work requires a maximum level of knowledge of work to require ninety-six years of experience performing similar or related tasks. 99 years plus work requires a maximum level of knowledge of work to require ninety-seven years of experience performing similar or related tasks. 100 years plus work requires a maximum level of knowledge of work to require ninety-eight years of experience performing similar or related tasks. 101 years plus work requires a maximum level of knowledge of work to require ninety-nine years of experience performing similar or related tasks. 102 years plus work requires a maximum level of knowledge of work to require一百 years of experience performing similar or related tasks. 103 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 104 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 105 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 106 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 107 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 108 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 109 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 110 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 111 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 112 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 113 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 114 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 115 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 116 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 117 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 118 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 119 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 120 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 121 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 122 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 123 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 124 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 125 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 126 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 127 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 128 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 129 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 130 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 131 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 132 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 133 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 134 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 135 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 136 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 137 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 138 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 139 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 140 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 141 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 142 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 143 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 144 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 145 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 146 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 147 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 148 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 149 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 150 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 151 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 152 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 153 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 154 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 155 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 156 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 157 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 158 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 159 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 160 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 161 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 162 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 163 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 164 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 165 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 166 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 167 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 168 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 169 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 170 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 171 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 172 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 173 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 174 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 175 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 176 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 177 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 178 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 179 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 180 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 181 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 182 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 183 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 184 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 185 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 186 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 187 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 188 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 189 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 190 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 191 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 192 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 193 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 194 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 195 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 196 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 197 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 198 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 199 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 200 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 201 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 202 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 203 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 204 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 205 years plus work requires a maximum level of knowledge of work to require一百零三 years of experience performing similar or related tasks. 206 years plus work requires a maximum level of knowledge of work to require一百零四 years of experience performing similar or related tasks. 207 years plus work requires a maximum level of knowledge of work to require一百零五 years of experience performing similar or related tasks. 208 years plus work requires a maximum level of knowledge of work to require一百零六 years of experience performing similar or related tasks. 209 years plus work requires a maximum level of knowledge of work to require一百零七 years of experience performing similar or related tasks. 210 years plus work requires a maximum level of knowledge of work to require一百零八 years of experience performing similar or related tasks. 211 years plus work requires a maximum level of knowledge of work to require一百零九 years of experience performing similar or related tasks. 212 years plus work requires a maximum level of knowledge of work to require一百零十 years of experience performing similar or related tasks. 213 years plus work requires a maximum level of knowledge of work to require一百零一 years of experience performing similar or related tasks. 214 years plus work requires a maximum level of knowledge of work to require一百零二 years of experience performing similar or related tasks. 215 years plus work requires a maximum level of knowledge of work to require一百零三 years of

