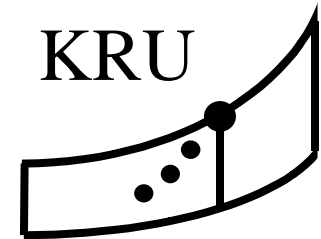


Grundbegrepp

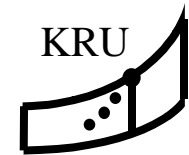
- **Roll** = Organisationsoberoende funktion med dess uppgifter, ansvar, kompetenskrav och behörigheter
- Ansvar, befogenheter
- Behörigheter
- **Befattning** = organisationstillhörig roll / roller, ansvarsområden, arbetsuppgifter, behörigheter.
- Befattningen definieras i processen (VHB).

(Kan uttalas "Crew")

Grundbyggstenar i KRU



- **KRU** = **K**ompetens- och **R**oll **U**tveckling
- **KRU** bygger på begrepp i **BAS** (fd BVT), ett kommersiellt löneanalysunderlag från **Löneanalyser AB**.
- Marknadslönestatistik matas in årligen från **BAS** (stående avtal à 12000 SEK).
- Support kan köpas av **Löneanalyser** via särskilt avtal.

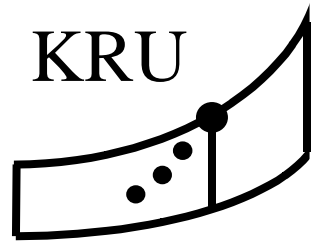


Kompetens- och Roll Utveckling, KRU

- Rollbeskrivningar.
- Befattningens kravprofil.
- Kompetensvärdering av individen mot befattningen.
- Löneplan för avdelningen, kopplad till personal- / lönepolicy.

Mallar / systemstöd för:

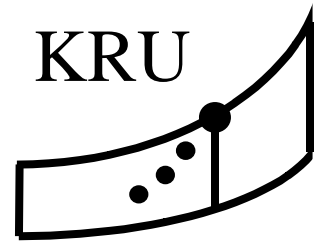
- Roller / Befattningsbeskrivning
- Utvecklingssamtal
- Utvecklingsplan
- Individuell lönesättning



Mall för rollbeskrivning

- Automatgenererade standardtexter, länkade från KRU-manualen.
- **Specifika texter** för varje roll.
- Utrymme för **avdelningsspecifikt**.

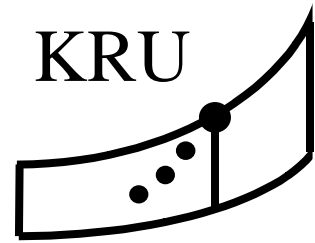
- Ska vara till nytta för:
- Befattningshavare
 - Chefer
 - Avdelningens övriga medarbetare
 - Personalavdelning
 - Fackförening



Roll enligt KRU

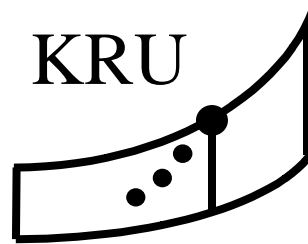
- **Arbetsuppgifter**
- **Kravprofil:**
 - Utbildning
 - Erfarenhet
 - Samarbete
 - Problemlösning
 - Handlingsfrihet

- Omfång
- Påverkan
- Personalansvar
- Fysisk påfrestning
- Psykisk påfrestning
= C:a 80 % av den individuella rollen.



Värdering

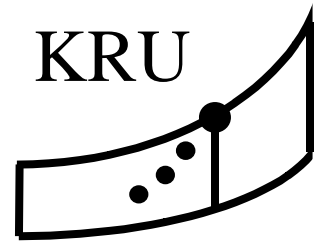
- Befattningens kravprofil **och** medarbetarens kompetens värderas med **samma** verktyg, KRU-poäng.
- Huvudroll + tillägg från andra roller definierar befattningens kravprofil. KRU-poängen definieras centralt i **Roll-förteckningen** som gäller för företaget.



Chef - medarbetare

- Definition av befattningar + krav.
- Utbildningsplan för avdelningen.
- Löneplan för avdelningen, individuell lönesättning.
- Värdering av medarbetarens kompetens mot kraven.

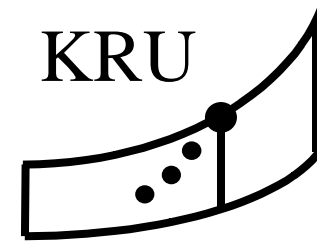
- Utvecklingssamtal:
- Arbetsuppgifter
- Samtal om kompetensprofil
- Utvecklingsplan
- Samtal om löneutveckling.



Sammanställningar

- **Tabeller:** roller, KRU-poäng, PoU-sammanfattningar, lön.
- **Grafer:** lön / KRU / lönepolicy, lön / examenår, lön / födelseår, företagets lönestatistik inlagd.
- **Lönelista** till personalavdelningen.

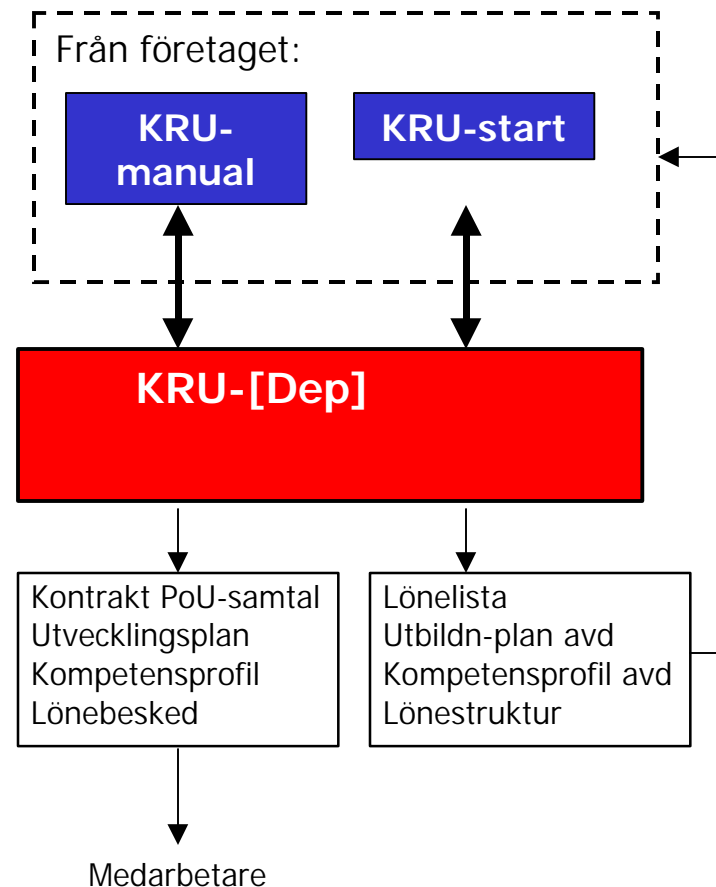
Systemstöd



KRU-systemet består av tre block:

- KRU-manual
- KRU-start
- **KRU-[Dep]**

Där **blått** är centralt framtaget, **rött** ifyllt och uppdaterat av respektive chef.





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Lars Gimstedt
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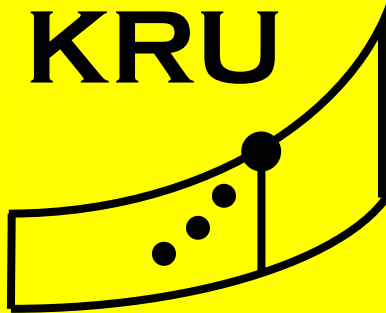
Appendix 1 to

Type of document
KRU

Reg. No.

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Date 2002-11-26
Info class
I
Code Keyword

Issue Rev-10
Page 1 (30)
File
KRU-Rev-10



KRU COMPETENCE & Role DEVELOPMENT USER MANUAL

Personnel administration system for role descriptions, competence assessment, requirement specification, personal development dialogues, development planning, salary setting.

CONTENTS (click on an item to go there):

- 1 [General about the KRU system](#)
- 2 [Maiden installation of KRU](#)
- 3 [Upgrade of an existing KRU](#)
- 4 [Opening / closing the system](#)
- 5 [Setting up of a new role description](#)
- 6 [Changing the name of a role description](#)
- 7 [Deleting a role description](#)
- 8 [Create a job description](#)
- 9 [Setting up a new employee page](#)
- 10 [Changing an employee's union membership](#)
- 11 [Changing an employee's name](#)
- 12 [Moving an employee to another KRU system](#)
- 13 [Setting up the job requirements](#)
- 14 [The Personal Development Dialogue](#)
- 15 [Assessing an employee's professional competence](#)
- 16 [Setting the new salary](#)
- 17 [Output of KRU data](#)
- 18 [Working with the Competence Book](#)
- 19 [Setting up the KRU system for a new year](#)
- 20 [\(Owner instruction:\) Setting up KRU-Rev\[x\]](#)
- 21 [Index](#)

Go back to [KRU-roles](#).



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1. GENERAL ABOUT THE KRU SYSTEM



KRU (= **K**ompetens- och **R**oll**U**tteckling in Swedish = **C**ompetence and **R**ole **D**evelopment) is an administrative personnel system that gives the line manager assistance in setting up [role](#) and [job](#) descriptions, assessing the professional [competence](#) / performance level of the employees, holding [Personal Development Dialogues](#) and setting up Development Plans, and in the setting of salaries.

It provides following functions:

- a. [Role descriptions](#) for all roles in the company or unit.
- b. A standardized method, commercially available ([BAS](#)), for the assessment of role professional competence requirements with respect to:

Knowledge: [Training](#)
[Experience](#)
[Contacts and co-operation](#)

Problem solving [Analytical level, creativity](#)

Responsibility: [Authority](#)
[Decision level](#)
[Scope](#)
[Impact](#)
[Personnel responsibility](#)

Working environment: [Physical environment](#)
[Physiological strain](#)
Caution / attention
Constraint / irregularity
[Psychological strain](#)

(See [Setting up of a new role description](#).)

- c. Personnel lists for department. These contain personal data, roles, job requirements, tools for individual assessment, templates for Personal Development Dialogue and Personal Development Plan, tools for salary setting, salary statistical data, salary list.

The items **a** and **b** are handled with the tool [KRU-roles](#), item **c** with the user workbook with name format [KRU-\[Dep\]](#). Necessary macros are located in the tool [KRU-start](#). These three files must be located in the same folder. [The working folder has also to contain the sub-folders KB ad KRU-appendices](#). The first contains the [Competence Books](#), the latter contains among other things appendices to the role descriptions in [KRU-roles](#).



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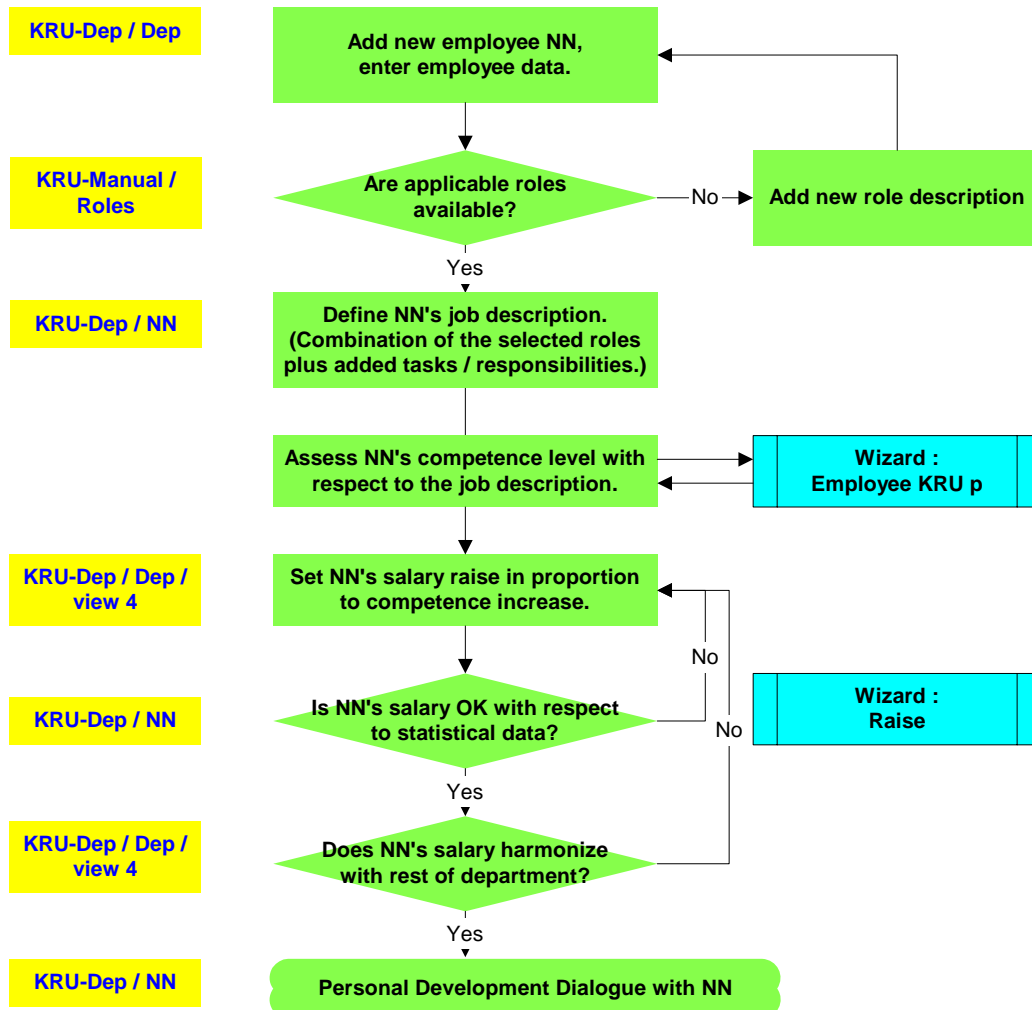
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KRU-Rev-10

When all three workbooks have been opened, which preferably is done by first opening **KRU-start** and then pushing the button **START**, it is possible to switch between them via **Window / [file name]**, or by appropriate buttons provided.

It is of course possible to look at and revise the role and employee data in the system in any manner, as required for what is to be done. The typical use is although the [setting up of a job description](#) for an employee, [the assessment of the employee's professional competence profile](#) and competence level, a discussion with the employee about this in the form of a [Personal Development Dialogue](#), the setting up of a Personal Development Plan, and the setting of the employee's salary and salary [raises](#).

In order to get a feeling on how all this is to be done, the system provides a tutorial demonstration tour, activated by the button **PRESS HERE FOR A DEMO TOUR** on the cover page (tab **Cover**) in the user workbook **KRU-Dep.xls**.

Typical workflow in KRU, as demonstrated by the Demo Tour macro:



[GO TO LIST OF CONTENTS](#)

KRU levels for roles within Ericsson Radio Systems AB

Nr	Role	G1		P1		G3		P3		G4		P4		G5		P6		G7		P7		G8		P8		G9		P9		G10		P10		S	Job family	BNT / ISCO	Role name (full text)
		G1	G2	P1	P2	G3	G2	P3	P4	G4	G3	P3	P4	G5	G4	P6	P7	G7	G6	P6	P7	G8	G7	P8	P9	G9	G8	P9	P10	G10	G9	P10	S	Job family	BNT		
50	3PP Mgmt	5	3	17,0	4	9,0	3	6,0	4	4	17,0	2	2,0	1	1,0	0	0,0	0	0,0	0	0,0	52,0	10503	2304	3PP MANAGEMENT												
99	Administrator	3	2	11,0	2	4,0	2	3,0	3	2	9,0	2	0,5	0	0,0	0	0,0	0	0,0	0	0,0	27,5	50102	0255	ADMINISTRATOR												
48	Conf Mgr CM	4	3	15,0	3	6,0	4	10,0	4	4	16,0	2	2,0	1	1,0	0	0,0	0	0,0	0	0,0	50,0	50104	0253	CONFIGURATION MANAGER (CM)												
57	Counsellor	6	6	26,0	4	10,0	4	11,0	4	4	15,0	2	1,0	3	7,0	0	0,0	0	0,0	0	0,0	70,0	50504	6003	MGMT & LEADERSHIP COUNSELLOR												
11	DCM	4	3	15,0	2	4,0	4	10,0	4	3	14,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	44,0	10503	2304	DESIGN CONFIGURATION MGR (DCM)												
1	Dep manager	6	4	22,0	4	9,0	4	10,0	5	7	25,0	4	10,0	3	6,0	0	0,0	0	0,0	0	0,0	82,0	10305	2302	DEPARTMENT MANAGER												
60	Desgnr mech, jnr	4	2	12,0	2	3,5	4	8,0	3	2	10,0	2	0,5	0	0,0	0	0,0	0	0,0	0	0,0	34,0	10402	3105	JUNIOR DESIGNER, MECH ENGINEING												
53	Desgnr mech, sen	4	5	19,0	2	4,0	5	15,0	4	4	16,0	3	4,0	0	0,0	0	0,0	0	0,0	0	0,0	58,0	10404	3103	SENIOR DESIGNER, MECH ENGINEERING												
52	Designer, mech	4	3	16,0	2	4,0	4	11,0	3	3	12,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	44,0	10403	3104	DESIGNER, MECH ENGINEERING												
15	Designer, SW	5	3	17,0	2	4,0	4	11,0	4	3	14,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	47,0	10503	2304	DESIGNER, SW												
59	Desgnr SW, jnr	5	2	14,0	2	3,5	4	8,0	3	2	10,0	2	0,5	0	0,0	0	0,0	0	0,0	0	0,0	36,0	10502	2305	JUNIOR DESIGNER SW												
31	Desgnr SW, sen	5	4	20,0	2	4,0	5	15,0	4	4	15,0	2	2,0	1	1,0	0	0,0	0	0,0	0	0,0	57,0	10504	2303	SENIOR DESIGNER SW												
10	Desr, 3PP resp	5	3	17,0	2	4,0	4	11,0	4	3	13,0	2	2,0	0	0,0	0	0,0	0	0,0	0	0,0	47,0	10503	2304	DESIGNER, 3PP RESPONSIBLE												
19	Desr, comp resp	5	3	18,0	2	4,0	5	13,0	4	4	15,0	2	2,0	0	0,0	0	0,0	0	0,0	0	0,0	52,0	10504	2303	DESIGNER, COMPONENT RESP.												
5	Expert	6	5	24,0	3	6,0	6	18,0	4	6	19,0	2	4,0	0	0,0	0	0,0	0	0,0	0	0,0	71,0	10305	2302	EXPERT												
58	HR Manager	5	4	20,0	4	10,0	4	11,0	4	5	19,0	3	4,0	1	2,0	0	0,0	0	0,0	0	0,0	66,0	50504	6003	HUMAN RESOURCE MANAGER												
46	I&V manager	5	4	20,0	4	9,0	5	13,0	4	5	17,0	2	2,0	1	2,0	0	0,0	0	0,0	0	0,0	63,0	10604	2103	INTEGRATION & VERIFICATION MGR												
17	IS / IT admstr	4	2	12,0	2	4,0	3	6,0	3	3	10,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	33,0	50702	0725	IS / IT ADMINISTRATOR												
16	IS / IT engineer	3	3	14,0	2	4,0	3	7,0	3	2	10,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	36,0	40403	4704	IS / IT ENGINEER												
33	KCM	5	4	20,0	5	12,0	4	10,0	4	5	19,0	3	4,0	1	2,0	0	0,0	0	0,0	0	0,0	67,0	50403	0004	KEY CUSTOMER MANAGER												
24	Line Q ass mgr	5	3	17,0	4	9,0	4	8,0	4	4	15,0	2	2,0	0	0,0	0	0,0	0	0,0	0	0,0	51,0	10504	2303	LINE QUALITY ASSURANCE MGR												
54	Meth tools desgr	4	3	16,0	3	7,0	4	11,0	3	5	15,0	2	1,0	0	0,0	0	0,0	0	0,0	0	0,0	50,0	10203	2304	METHODS AND TOOLS DESIGNER												
22	Opertn dev mgr	5	3	17,0	4	9,0	4	10,0	5	5	21,0	3	8,0	1	2,0	0	0,0	0	0,0	0	0,0	67,0	50904	4403	OPERATION DEVELOPMENT MGR												
23	Process Manager	5	3	17,0	3	7,0	4	11,0	4	5	18,0	3	4,0	1	2,0	0	0,0	0	0,0	0	0,0	59,0	50903	4404	PROCESS MANAGER												
45	Proj conf mgr	4	2	14,0	3	7,0	3	5,0	3	4	14,0	2	0,5	0	0,0	0	0,0	0	0,0	0	0,0	40,5	50103	0254	PROJECT CONFIGURATION MGR												
44	Proj Q ass mgr	5	3	17,0	4	9,0	4	8,0	4	4	15,0	2	2,0	0	0,0	0	0,0	0	0,0	0	0,0	51,0	10504	2303	PROJECT QUALITY ASSURANCE MGR												
13	Project admstr	2	3	9,0	2	4,0	2	2,0	3	2	9,0	2	0,5	0	0,0	0	0,0	0	0,0	0	0,0	24,5	50102	0255	PROJECT ADMINISTRATOR												
3	Project manager	5	5	20,0	4	9,0	4	10,0	5	5	20,0	3	8,0	1	4,0	0	0,0	0	0,0	0	0,0	71,0	10304	2303	PROJECT MANAGER												

51	Proto mgmt	5	3	18,0	3	6,0	4	11,0	4	4	16,0	2	1,0	1	1,0	0	0,0	0	0,0	53,0	10304	2303	PROTOTYPING MANAGEMENT
7	Senior expert	7	6	28,0	4	8,0	6	20,0	4	7	22,0	2	4,0	0	0,0	0	0,0	0	0,0	82,0	10305	2302	SENIOR EXPERT
6	Senior specialist	6	5	24,0	3	6,0	6	17,0	4	4	16,0	2	2,0	0	0,0	0	0,0	0	0,0	65,0	10305	2302	SENIOR SPECIALIST
34	Specialist	6	4	22,0	3	6,0	5	15,0	4	4	15,0	2	2,0	0	0,0	0	0,0	0	0,0	60,0	10304	2303	SPECIALIST
56	Strat prod mgr	5	5	22,0	4	10,0	5	13,0	5	5	22,0	3	10,0	0	0,0	0	0,0	0	0,0	77,0	20104	8003	STRATEGIC PRODUCT MANAGER
36	Subcontr mgmt	4	3	15,0	4	10,0	3	5,0	4	4	16,0	2	2,0	0	0,0	0	0,0	0	0,0	48,0	60103	8054	SUBCONTRACT MANAGEMENT
38	Subproject mgr	3	4	16,0	3	7,0	4	9,0	4	4	17,0	3	4,0	1	2,0	0	0,0	0	0,0	55,0	10303	2304	SUBPROJECT MANAGER
32	Supply coordtr	3	3	13,0	3	7,0	2	3,0	3	4	14,0	2	0,5	1	1,0	0	0,0	0	0,0	38,5	60502	8705	SUPPLY COORDINATOR
39	Supply leader	4	3	15,0	3	7,0	3	7,0	4	5	18,0	2	2,0	1	1,0	0	0,0	0	0,0	50,0	60503	8704	SUPPLY LEADER
63	Support eng, jnr	5	2	14,0	2	3,5	4	8,0	3	2	10,0	2	0,5	0	0,0	0	0,0	0	0,0	36,0	10502	2305	JUNIOR SUPPORT ENGINEER
49	Support eng, sen	5	4	20,0	2	4,0	5	15,0	4	4	15,0	2	2,0	1	1,0	0	0,0	0	0,0	57,0	10504	2303	SENIOR SUPPORT ENGINEER
18	Support eng.	5	3	17,0	2	4,0	4	11,0	4	3	14,0	2	1,0	0	0,0	0	0,0	0	0,0	47,0	10503	2304	SUPPORT ENGINEER
37	Support Leader	5	4	18,0	3	7,0	3	7,0	4	5	19,0	2	4,0	1	2,0	0	0,0	0	0,0	57,0	10504	2303	SUPPORT LEADER
29	Support mgr	4	4	18,0	4	10,0	4	8,0	4	5	18,0	3	6,0	1	2,0	0	0,0	0	0,0	62,0	10304	2303	SUPPORT MANAGER
61	System arch, jnr	5	3	17,0	3	5,0	5	12,0	4	4	16,0	2	1,0	0	0,0	0	0,0	0	0,0	51,0	10302	2305	JUNIOR SYSTEM ARCHITECT
43	System arch, sen	5	5	21,0	3	6,0	6	17,0	4	5	19,0	3	6,0	0	0,0	0	0,0	0	0,0	69,0	10304	2303	SENIOR SYSTEM ARCHITECT
40	System architect	5	4	19,0	3	6,0	5	15,0	4	5	18,0	3	4,0	0	0,0	0	0,0	0	0,0	62,0	10303	2304	SYSTEM ARCHITECT
20	System integrtr	4	4	18,0	2	4,0	5	13,0	4	3	14,0	2	2,0	0	0,0	0	0,0	0	0,0	51,0	10603	2104	SYSTEM INTEGRATOR
47	Task Manager	4	3	16,0	3	6,0	3	7,0	4	4	15,0	2	4,0	1	1,0	0	0,0	0	0,0	49,0	10303	2304	TASK MANAGER
9	TCM	4	3	15,0	2	4,0	4	10,0	4	3	14,0	2	1,0	0	0,0	0	0,0	0	0,0	44,0	10603	2104	TEST CONFIGURATION MGR (TCM)
12	Team leader	4	3	16,0	3	7,0	3	7,0	4	5	19,0	2	2,0	1	2,0	0	0,0	0	0,0	53,0	10504	2303	TEAM LEADER
28	Techn prod mgr	5	4	20,0	4	10,0	4	10,0	5	5	22,0	3	8,0	0	0,0	0	0,0	0	0,0	70,0	20704	8353	TECHNICAL PRODUCT MANAGER
27	Technical writer	3	3	13,0	3	7,0	3	4,0	3	3	12,0	2	0,5	0	0,0	0	0,0	0	0,0	36,5	19903	2004	TECHNICAL WRITER
14	Test coordinator	5	4	20,0	3	6,0	4	11,0	4	4	16,0	2	2,0	0	0,0	0	0,0	0	0,0	55,0	10604	2103	TEST COORDINATOR
62	Test eng, jnr	4	3	14,0	2	4,0	4	8,0	3	2	10,0	2	1,0	0	0,0	0	0,0	0	0,0	37,0	10602	2105	JUNIOR TEST ENGINEER
42	Test eng, sen	4	5	18,0	2	4,0	5	15,0	4	4	15,0	2	4,0	1	1,0	0	0,0	0	0,0	57,0	10604	2103	SENIOR TEST ENGINEER
25	Test engineer	4	4	16,0	2	4,0	4	11,0	4	3	14,0	2	2,0	0	0,0	0	0,0	0	0,0	47,0	10603	2104	TEST ENGINEER
30	Trainer	4	3	14,0	3	7,0	3	5,0	3	2	9,0	2	0,5	0	0,0	0	0,0	0	0,0	35,5	40303	6204	TRAINER
8	Training mgr	4	3	16,0	3	7,0	4	10,0	4	4	17,0	2	2,0	1	2,0	0	0,0	0	0,0	54,0	40304	6203	TRAINING MANAGER
55	Unit Manager	5	5	21,0	4	9,0	4	11,0	5	6	23,0	3	8,0	3	6,0	0	0,0	0	0,0	78,0	10304	2303	UNIT MANAGER
4	Unit Mgr Design	5	5	21,0	4	9,0	4	11,0	5	6	23,0	3	8,0	3	6,0	0	0,0	0	0,0	78,0	10504	2303	UNIT MANAGER DESIGN
2	Unit Mgr I&V	5	5	21,0	4	9,0	4	11,0	5	6	23,0	3	8,0	3	6,0	0	0,0	0	0,0	78,0	10604	2103	UNIT MANAGER I&V
35	Unit Mgr Services	5	5	21,0	4	9,0	4	11,0	5	6	23,0	3	8,0	3	6,0	0	0,0	0	0,0	78,0	10304	2303	UNIT MANAGER SERVICES
26	Unit Mgr System	5	5	21,0	4	9,0	4	11,0	5	6	23,0	3	8,0	3	6,0	0	0,0	0	0,0	78,0	10304	2303	UNIT MANAGER SYSTEM
21	Usability eng.	5	3	17,0	3	6,0	4	10,0	4	3	14,0	2	2,0	0	0,0	0	0,0	0	0,0	49,0	10303	2304	USABILITY ENGINEER
41	Web master	4	3	15,0	2	4,0	4	11,0	4	3	13,0	2	1,0	0	0,0	0	0,0	0	0,0	44,0	10503	2304	WEB MASTER
64																							
65																							



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Robert Markström
Approved by

Phone nr
013-284784

Attachment :

Code

Type of document	Doc reg nr	
Role description 21	ERA/SVF/I-01:022	
Date	Issue	Page
010226	PA2	1 (8)
Info class	Filing info	
OPEN	DocStore	
Keyword		
KRU		

Distribution to

Subject

**Roles within
Ericsson Radio Systems AB**

ROLE DESCRIPTION

Nr **21**

USABILITY ENGINEER

GENERAL RESPONSIBILITY

The jobholder is responsible for the proper execution of the tasks towards the goals set, to develop his / hers competence towards the job's requirements and to actively broaden oneself and one's competence towards the unit's other competence areas.

WORK TASKS / RESPONSIBILITY

Job family / level : **10303**

Job family : System Level Management and Design

The Usability Engineer has the responsibility to:

- * making sure, from a usability perspective, that the product provides a good system. This means that the system is efficient, easy to use and easy to learn for a user to solve his/hers work tasks.
- * making sure that the product has a consistent and uniform user interface .
- * perform investigations with the purpose to produce a basis to improve the usability of the product.
- * participate in and organize meetings with operators and/or product management in order to discuss or analyse usability issues and creating a contact network with product management at PU/Sub-PU.
- * promote the investigation results to product management, system management and make sure that the investigation results are brought into the development projects.
- * perform process, methodology and design rule enhancements with respect to usability.
- * promote usability and the use of usability analysis as part of the product development, within the product development.
- * review project and product documentation from a usability perspective.
- * participate in discussions and presentations with product management, subsidiaries and customers.
- * coordinate usability related activities within the OSS node and also coordinate towards subcontractors and creating a contact network amongst the application developing organisations.
- * follow the development within the area of usability engineering.
- * perform other tasks, related to usability, assigned to him/her.



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TRAINING

USABILITY ENGINEER - Basic professional training:

To perform the tasks very broad and/or deep professional knowledge is required. Very good competence within a professional area and good knowledge about underlying theories and principles or equivalent general knowledge.

Level of training : University degrees from 120 up to 200 points.

Specific requirement for the training (majors, course combinations, special courses, etc.) :

Additional training above basic:



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EXPERIENCE

USABILITY ENGINEER - General requirement:

Professional experience. The tasks require experience from several job areas / functions,
or
wide and/or deep experience within one job area / function
(at least 3 - 4 years).

Specific requirements:



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COMMUNICATION

USABILITY ENGINEER - General requirement:

Contact / cooperation outside and inside the organization of more demanding nature that require empathy and capability to communicate and influence an individual and/or groups in connection with investigations, interviews, negotiations or the like and to lead and motivate, handle social and/or curative contacts or the like.

Specific requirements:

PROBLEM SOLVING

USABILITY ENGINEER - General requirements:

The problems that have to be solved in the job imply developing and/or investigating, analyzing and evaluating different courses of action and require a great deal of creative and/or analytical ability. The problems are complicated and/or diverse and require innovative ideas and thinking.

Specific requirements:



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AUTHORITY GIVEN

USABILITY ENGINEER - General requirement:

The authority is defined / limited by short-term business / operational goals (1-year), specific / functional guidelines and objectives. The work is guided by an action plan, which is drawn up together with a superior. Any deviations from the actions shall be approved in advance by a superior. Regular meetings with superior to check on how the work is proceeding. Has often own budget which is set up together with a superior. (Regular check-ups / follow-ups with a superior, steering comity etc.)

Specific requirements:

SCOPE

USABILITY ENGINEER - General requirement:

Coordinates and/or performs tasks of some complexity that require a certain amount of knowledge of the unit's total operations.

or

Supervision of a group performing routine work or work of limited complexity / work requiring limited knowledge of the operations.

Specific requirements:



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IMPACT

USABILITY ENGINEER - Decision level:

Recommends / participates in decisions with short-term impact on results (within 1 year). Recommends actions to improve results within own scope of work.

and / or

Executes / prepares information/data for / sometimes recommends decisions that may have an impact on the direction / development of the operation and/or its results during a period of several years.

The authority is defined / limited by short-term business / operational goals (1-year), specific / functional guidelines and objectives. The work is guided by an action plan, which is drawn up together with a superior. Any deviations from the actions shall be approved in advance by a superior. Regular meetings with superior to check on how the work is proceeding. Has often own budget which is set up together with a superior. (Regular check-ups / follow-ups with a superior, steering comity etc.)

Size level for decision impact:

Impact in terms of turn-over (million SEK) :	Percentage of the company's turn-over:
10-50	1 - 3 %

and / or

Nr of persons in the company affected by the decisions :	Percentage of the company's total nr of employees :
15-75	1 - 4 %

(Ericsson PDU GRAN, year 2002 :

Turn-over = 2000 million SEK, nr of employees = 2000)

Specific requirements:



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PERSONNEL RESPONSIBILITY

USABILITY ENGINEER - General requirement:

No responsibility for personnel.

Nr of direct subordinates : 0

Total nr of subordinates : 0

Specific requirements:

PHYSIOLOGICAL STRAIN

USABILITY ENGINEER - General requirement:

Normal office environment.

Specific requirements:



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PSYCHOLOGICAL STRAIN

USABILITY ENGINEER - General requirement:

Normal office work or similar.

Specific requirements:

ADDITIONAL INFORMATION

EXTERNAL CLASSIFICATIONS

[BNT](#) Swedish standard, BefattningsNomenklatur Tjänstemän.

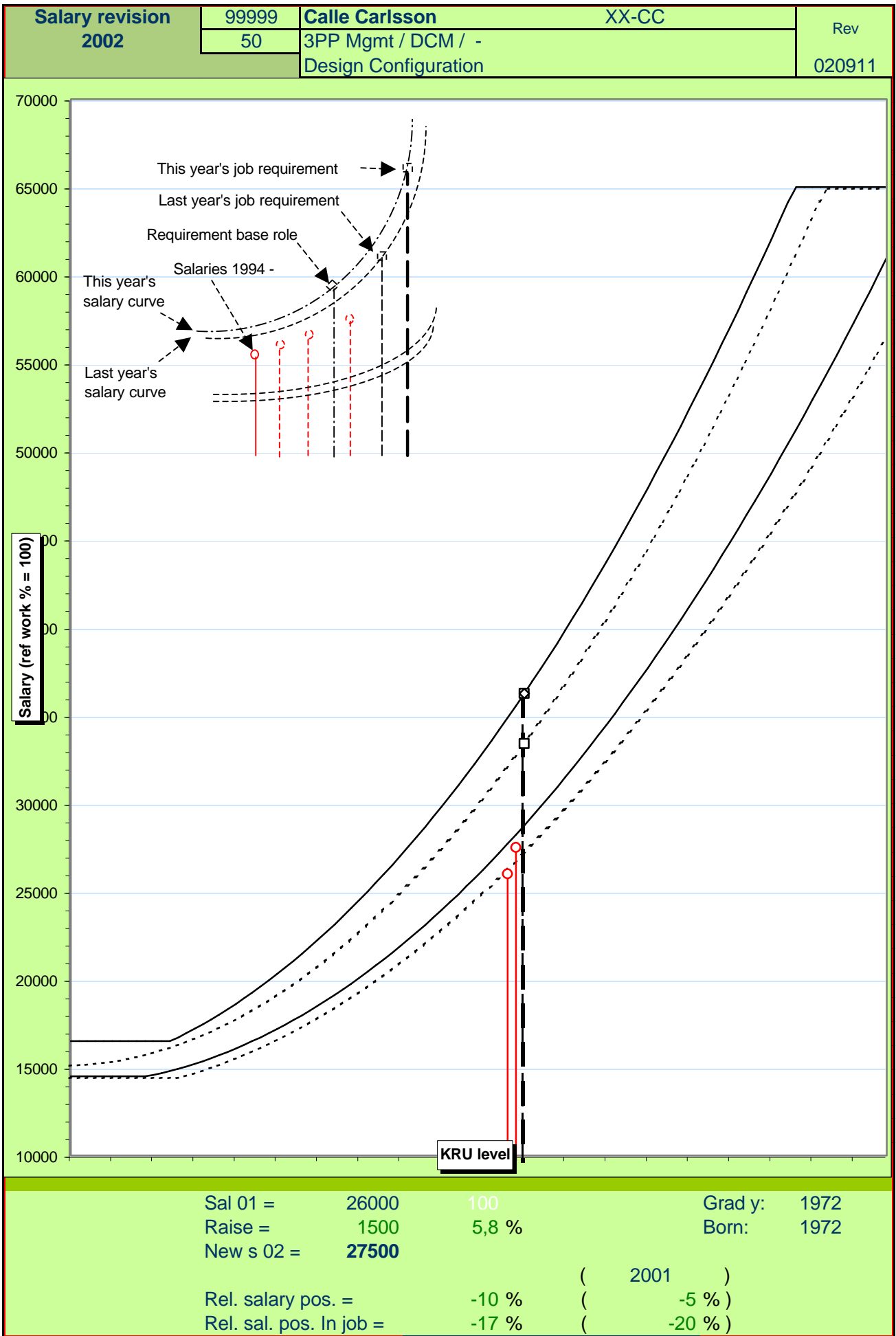
2304

[ISCO](#) International Standard Classification of Occupations.

2144



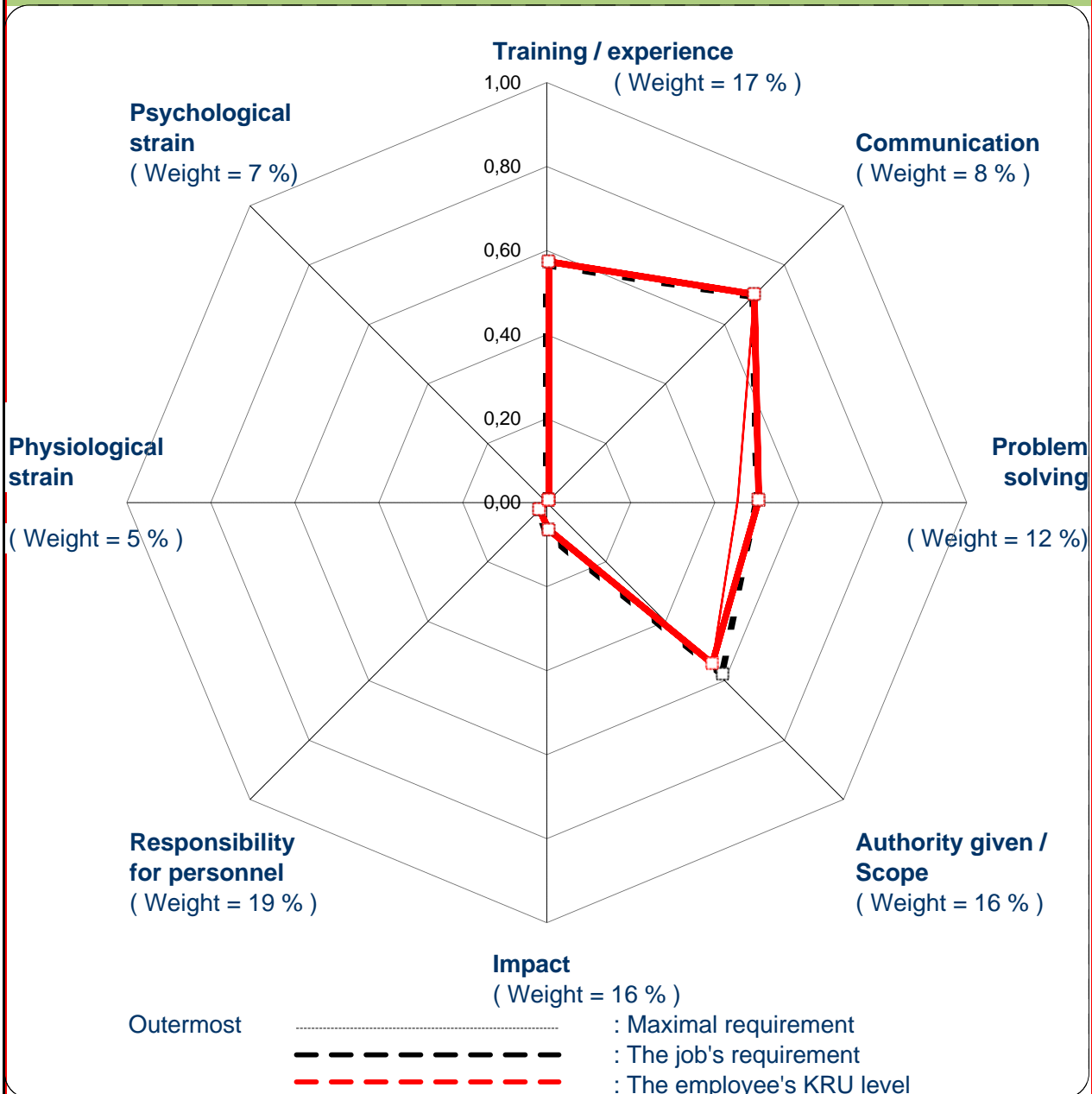
Competence & Role Development KRU			2002			Revised		020911		
Name / Department :		Job assignment :					Indpage			
Calle Carlsson XX-CC 99999		50 3PP Mgmt / DCM / - Design Configuration					KRU role		56	
KRU / Salary :		d Competence = 1					KRU job		56	
KRU 01 = 54		d Competence = 1					KRU 02 = 55			
Sal 01 = 26000		Raise = 1500					New s 02 = 27500			
KRU factor :		Role req	Empl.	Role req	Added req KRU p		Employee's KRU p			
Gen. assessment :		grade	grade	KRU p	D 01	D 02	2001	2002		
							G	E		
							Good	Excellent		
1. Training :		5	5	(Points given for combination of training / experience)						
2. Experience :		3	3	17,0	0,0	0,0	17,0	17,0		
3. Communication :		4	4	9,0	0,0	0,0	9,0	9,0		
4. Problem solving :		4	4	10,0	0,0	0,0	9,0	10,0		
5. Authority given :		4	4	(Points given for combination of authority and scope)						
6. Scope :		4	4	17,0	0,0	0,0	16,0	16,0		
7. Impact :		2	2	2,0	0,0	0,0	2,0	2,0		
8. Personnel resp :		1	1	1,0	0,0	0,0	1,0	1,0		
9. Physical strain :		0	0	0,0	0,0	0,0	0,0	0,0		
10. Psych. strain :		0	0	0,0	0,0	0,0	0,0	0,0		
KRU employee		Sum:					54	55		
KRU job		Req. :					56	0	0	56



PDD protocol	99999	Calle Carlsson	XX-CC
<input type="text"/>	50	3PP Mgmt / DCM / - Design Configuration	
Working terms :	(Sal.= 26000 / 5,8 % / 27500)		
Job assignments :			
Competence / scope development :			
Cooperation / communication :			
Private :			

Development plan		99999	Calle Carlsson	XX-CC
Date?		50	3PP Mgmt / DCM / - Design Configuration	
Item #	Courses / in-the-job training during the past year:			Hours
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
Item #	Courses / in-the-job training, ongoing :			Hours
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
Item #	Planned courses / in-the-job training :			Hours
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				

KRU profile	99999	Calle Carlsson	XX-CC
Date?	50	3PP Mgmt / DCM / - Design Configuration	



1. Training	Including both basic training and relevant additional training. As additional training only larger professional programs are included.
2. Experience	Number of years of relevant experience. 1+2 give a common KRU. Job rotation, courses, exp. from other relevant areas are also included.
3. Communication	Scope / comm. skills / cooperation in form of advisory support, investigation, negotiation within and/or outside the company, authorities.
4. Problem solving	Req. on creative and analytical skills in rel. to how complex and well defined the problems are, the level of innovative thinking required.
5. Authority given	The level of authority given based on the role, as expressed as level and detail in instructions, action plans, directives, goals or policy.
6. Scope	The width and depth in the tasks and the knowledge required.
7. Impact	Short- and long term impact from decisions, size level of consequences.
8. Personnel resp	Req on ability to manage, plan, develop personnel, incl assessm. and sal.
9. Phys. strain	Req on ability to cope with environment and/or muscular strain.
10. Psych. strain	Req on ability to cope with risks, constraints, emotional stress.

Salary as a function of KRU level

