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Pilat hits the right note with Leeds College of Music

L.C.M. describe the reasons behind their decision to upgrade from desktop to web Gauge for job evaluation



Introduction.

In 2016 Leeds College of Music upgraded to the web based version of Gauge having used the previous desktop version for many years. David Plummer, Head of OD & HR, describes the thinking behind the decision to upgrade and what benefits Leeds College of Music have seen so far.



The Problem.

Our Desktop version was only housed on one PC, making it difficult to involve other members of the OD & HR team in evaluations. This gave us concern regarding contingency planning, as well as a concern around backing up of data. In addition, the intention to upgrade to the latest version of Windows would have left Gauge unsupported.

However, Gauge has been used as the job evaluation software for over 10 years. The system is well understood by our employees and managers and works well for Leeds College of Music. Moving to a completely different system would be complex, and add little value.

The Solution.

Following discussions with Pilat we made the decision to upgrade our desktop version to the newer web based Gauge software.

Implementation.

The upgrade process took a relatively short period of time – within 2 weeks all of our historic data had been migrated across and following our training, we were using the web based system to perform our evaluations. The upgrade was as seamless as I could have hoped for.

The Outcome.

All of the problems noted above were resolved. The web based nature of the system makes it easier for other members of the team to be involved, making the evaluation process more flexible and so less time consuming for one member of the team, meaning jobs can be evaluated and then recruited to more quickly. The upgrade to Windows 10 should also not cause any issues.

In addition, the web based system is far more user friendly than the desktop version, and the searching and reporting functionality is a vast improvement.

About Pilat.

Pilat is a global provider of affordable, customisable SaaS solutions in Performance/Goal Management, Compensation/Merit, Talent Management, Job Evaluation and more.

About Leeds College of Music.

Leeds College of Music is a leading European Conservatoire, situated in Leeds, the third largest city in the UK and home to over 200 music venues.

Providing expert musical education at undergraduate, postgraduate and further education level to over 1,500 students each year, Leeds College of Music places an emphasis on developing industry-relevant, creative and ambitious musicians and entrepreneurs.

Their alumni enjoy a range of careers in the music industry as performers, producers, composers, business owners and more.

Past students have worked with: Paul McCartney, BBC Symphony Orchestra, Hans Zimmer, James Brown, Kylie Minogue, Adele, Rihanna, Tom Odell, Ellie Goulding, Everything Everything and Mark Ronson.

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