

COMPENSATION 102 FOR HR PROFESSIONALS (EVALUATION, BENCHMARKING AND STRUCTURES)

Course Objective

This two-day course provides learners with hands-on practical skills needed to do actual compensation work within a business environment. It is designed to supplement theoretical and technical knowledge of compensation gained in the Compensation 101 course, certification courses or other knowledge based training on remuneration practices. The facilitator will demonstrate the actual process steps involved in job evaluations, salary structure design and annual salary review. Using simulated tools and data for a fictitious company, learners will work as table groups on their own laptops to complete the above tasks using the methods used by large companies.

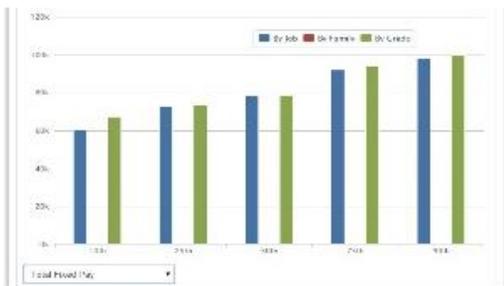
Target Audience

This class is designed specifically for HR or Comp & Benefits professionals with basic knowledge of compensation practices such as job evaluation and market pricing, but who wish to acquire or sharpen practical hand-on skills to perform related tasks. Those who do not yet have basic theoretical of compensation and benefits are encouraged to attend Compensation 101 (or equivalent GRP courses) prior to this class.

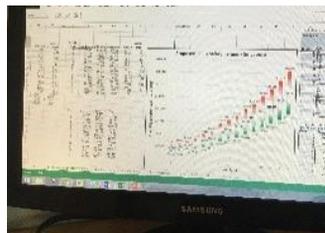
Learning Outcomes

By the end of the session, participants should be able to:

1. Evaluate a job to determine grade
2. Participate in salary surveys
3. Market price a job to determine market value
4. Conduct a market analysis to determine the company's competitive pay position and recommend a salary budget
5. Develop a salary range structure including cost and impact analysis modeling
6. Develop salary increase guidelines that help managers differentiate increases based on performance and market position (compa-ratio), and align to the approved salary budget
7. Use Excel software to create pivot tables, charts, regression, and common functions including IF, VLOOKUP, COUNTIF, ROUND and others



Date: Please call us for more Info
Time: 9am to 5.00pm



Speaker Profile

Tom Farmer is Managing Director of Freelance Total Rewards, a Singapore-based consultancy founded in 2013. Formerly with Hewitt and Mercer, Tom has more than 10 years consulting experience, on top of 20 years of corporate experience. He has consulted more than 150 companies on compensation practices. His blogs on total rewards topics have been read by more than 10,000 people in 120 countries. Tom was Vice President, Compensation and Benefits for InterContinental Hotels group for the Americas and Asia Pacific regions, with global responsibility for several business areas and rewards functions. Since 2014, Tom has trained more than 1,000 HR professionals and more than 500 line managers on total rewards topics. He is a WorldatWork GRP certification faculty.

Fees Type	Full Fees : (Inclusive of 7% GST)
Normal Price	\$963.00
Extended Early Bird Price <small>*Note: Early Bird Special is only for registration received at least 1 month before course commencement</small>	\$749.00

Price Includes:

- 1 set of course materials
- 2 Lunch, 4 tea-breaks

Register Your Seats Now!

Simply go online to www.snef.org.sg

TO REGISTER:

Select the "Training" folder and click on the topic: **Compensation 102 for HR Professionals under: Compensation (Total Rewards and Remuneration) Hands-on Series.**

Enquiries:

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