

COMPENSATION 101 FOR HR PROFESSIONALS

(COMPENSATION PRINCIPLES AND PRACTICES)

Course Objective

This course is designed to provide a solid grounding to HR professionals in the area of compensation & benefits, in the Singapore context. It covers basic total rewards concepts, core processes, tools, methods and communication principles unique to pay. The course involves learners in activities to help them relate these concepts to their own experience, establish credibility and build confidence in communicating about pay. Many real life examples will be shared from the instructor's experience and quick polls will be taken throughout the day as well to allow participants to see how their company's practices compare with others.

Target Audience

This course is ideal for HR professionals in generalist roles desiring a strong grasp of total rewards and the compensation and benefits area, as well as C&B specialists wishing to enhance their skills and personal effectiveness in their roles.

Learning Outcomes

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

1. Understand the overall compensation process and total rewards
2. Prepare job descriptions and org charts
3. Understand and explain job grading
4. Understand and explain market pricing
5. Understand and explain pay structures
6. Recommend sound salary decisions
7. Communicate with managers or employees about pay

Limited Seats Available !!!

Date : Please call us for more information
Time: 9am to 5pm

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.

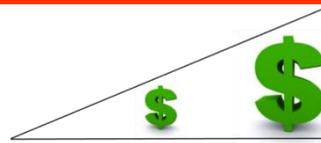


He has consulted more than 150 companies on compensation practices. His blogs on total rewards topics have been read by more than 10,000 people in 120 countries. Tom was Vice President, Compensation and Benefits for InterContinental Hotels group for the Americas and Asia Pacific regions, with global responsibility for several business areas and rewards functions, such as global mobility policy development, call centers and sales compensation. Tom developed a compensation shared services function in the Philippines and trained more than 100 HR colleagues on rewards basics. 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.

Course Fees *Includes course materials, lunch and tea-breaks*

Fees Type	Full Fees : (Inclusive of 7% GST)
Promotional Price	\$642.00

Do sign up for our Compensation 102: Hands On Skills Workshop for Compensation Professionals



Simply go online to www.snef.org.sg



Comments from previous class participants:

"Tom includes real life experiences to illustrate his points which I thought was really useful"

"I like the practicality of the real life examples given"

TO REGISTER:

Select the "Training" folder and click on the topic:

Compensation 101 for HR Professionals: Compensation Principles and Practices under: Compensation & Total Rewards (Hands-on Series)

Enquiries:

Darren Lim DID: 6827 6930

Email : darren_lim@snef.org.sg