

# TOTAL REWARDS 201 FOR HR PROFESSIONAL

## TOTAL REWARD MANAGEMENT



### Course Objective

This course introduces and explains the total rewards approach, including the principles, theories, influences, approaches and conceptual framework for managing total rewards for an organization. The most important concepts and theories underpinning effective reward practices are explained and illustrated, to give learners a stronger level of confidence in planning, implementing and reviewing their reward practices.

### Target Audience

This course is ideal for those involved in planning, implementing, communicating, administering, designing or evaluating an organization's rewards practices, even (and especially) if their job responsibilities are limited to only certain rewards programmes.

### Learning Objective

Learners will be able to plan, implement and evaluate any and all rewards practices more effectively, and to optimize their organization's mix of rewards to attract and retain talent at the right cost.

### Learning Outcomes

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

1. Understand and apply the Total Rewards Approach
2. Understand and apply key motivation theories to predict impact of rewards
3. Describe the process for developing compensation programs
4. Describe the process for developing benefits programs
5. Explain the role of the compensation & benefits function
6. Support managers in making and communicating pay decisions
7. Understand internal and external influences on rewards

### TO REGISTER:

Select the "Training" folder and click on the topic: **Total Rewards 201 for HR Professionals – Total Rewards Management under Compensation & Total Rewards (Hands-on Series)**

### Speaker Profile

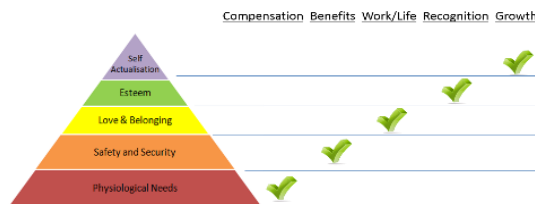
Tom Farmer is Managing Director of Freelance Total Rewards, a Singapore-based consultancy founded in 2013. His blogs on total rewards topics have been read by more than 10,000 people in 120 countries. Tom was Vice President, Compensation and Benefits for InterContinental Hotels group for the Americas 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 contributing author of The Remuneration Handbook, International Edition, by Dr. Mark Bussin and Dr. Fermin Diez. Mr. Farmer has more than 30 years of total rewards experience.

### Course Fees

Fees Type	Full Fees : (Inclusive of 7% GST)
<b>Group Training Only</b>	
<b>Date: Call Us For More Info</b> <b>Time: 9am to 5pm</b>	



Simply go online to [www.snef.org.sg](http://www.snef.org.sg)

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