

***Note: Limited Seats Available!!!**

For Group Training Only

[Total Rewards 201 for HR Professionals: Total Rewards Management](#) [Click!](#)

- √ Understand and apply Total Rewards Approach and Key Motivation Theories to predict impact of rewards
- √ Process of developing compensation programs and benefits programs
- √ Understand internal and external influences on rewards

[Total Rewards 302 for HR Professionals: Compensating Expatriates and Locally Hired Foreigners](#) [Click!](#)

- √ Explains basis of expatriate assignments and traditional expatriate compensations
- √ Address employee engagement challenges

[Pay for Performance, Old and New](#) [Click!](#)

- √ Examines the trend to drop ratings
- √ Explain drivers, enablers and barriers of moving away from use of ratings
- √ Assess organization's readiness for managing performance without ratings
- √ Redesign salary matrix



Compensation

Public Run & Group Training

Core

[Compensation 101 for HR Professionals \(Compensation Principles and Practices\)](#) [Click!](#)

- √ Provide Solid Foundation to HR Professionals (C&B)
- √ Covers concepts, core processes, tools, methods and communication principles unique to pay

Course Fee: \$642.00 (incl 7% GST)

Training dates (2020):
12 Feb, 6 May, 24 Aug, 12 Oct

[Compensation 102 for HR Professionals: Essential Hands-On Skills for Compensation \(Job Evaluation, Benchmarking, Structures and Advising Managers\)](#) [Click!](#)

- √ Conduct market analysis on pay position and recommend salary budget
- √ Evaluate a job to determine grade
- √ Develop salary range structure
- √ Market price a job to determine market value

Course Fee: \$749.00 (incl 7% GST)

Training dates (2020):
13 & 14 Feb, 7 & 8 May, 25 & 26 Aug, 13 & 14 Oct

Advanced

[Compensation 201 for HR Professionals \(Manage the Annual Salary Review\)](#) [Click!](#)

- √ Use of Market Data – Midpoint updates
- √ Salary Budgeting & Facilitating approvals
- √ Merit matrix Development
- √ Developing Manager worksheet and Rolling up manager submissions for next level review

Course Fee: \$963.00 (incl 7% GST)

Training dates (2020):
28 Aug and 16 Oct

[Compensation 202 for HR Professionals \(Incentive Design\)](#) [Click!](#)

- √ Distinguish and Select Incentive Types based on purpose
- √ Determine total target cash and the pay mix
- √ Develop a broad based corporate incentive plan
- √ Develop a sales incentive or commission plan
- √ Communicate incentives to participants

Training dates (2020):
15 May and 13 Nov

Course Fee: \$963.00 (incl 7% GST)

Facilitator 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 its global annual merit review process for 120 countries. He recently provided interim salary review management for a client with 11,000 employees in 18 countries.



TO REGISTER: Simply go online to www.snef.org.sg and Select the "Training" folder and click on the topic of the course under Compensation & Total Rewards (Hands on Series)

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