

Paying and Rewarding Right through Result and Competencies-based Job Description

Introduction

Companies pine about the erosion of returns of compensation dollars and employees complain about monies not enough for the work done.

The training is therefore aimed to arm HR and non HR personnel to discover the causes of salary inequity and cost impact on the company at the same time to gain an insight of how a result and competency job description can be one's business to sell to achieve one's value.

Course Objective

By the end of the course, participants will be able to acquire skills on:

- Job valuation and Adam equity theory impact on business
- Compensable factors of job valuation
- The purposes result and competency-based job description
- Know-how of writing a result and competency-based job description

Course Outline

- Case study of the causes and impact of not paying and rewarding right on business cost
- The key role result and competencies job description play in the return of human capital
- What is job valuation?
- Definition of compensable factors
- Job valuation and link to establishing salary structure
- Approach to writing a result and competencies based job description
- Emotional competence framework and its link to attitude and performance

Methodology

Mini lecture, case study and exercise of writing accountabilities

Target Audience

HR and Non-HR personnel.

Duration : 1 days, 9am to 5pm (7 hours)
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg
 Click on 'Training' and Course Category '**Human Resources/ Industrial Relations**'

Course Fees

Fees Type	Full Fees (inclusive 7% GST):
Member	\$321
Non-member	\$428

Trainer



Theresa Lee has more than twenty-five years of strategic yet hands-on practical and result-orientated experiences in Human Resource Management and Human Resource Development. She had held senior management positions in MNCs of American, British, European and Indian origin as well as local SMEs. Her HR experiences span across varied industries such as manufacturing, retail, reinsurance, telecommunications, logistics, trading chemical and training and consultancy. Theresa is a recognized HR business partner, facilitator and coach. She has assisted several companies to achieve result-orientated HR deliverables and had customized training solutions to achieve L4 training effectiveness.

Theresa's successful experiences have manifested the following HR business skills:

- Writing result-oriented job description for effective job valuation and career development
- Effective result-evidenced-competencies-based interview and selection to reduce drainage of labour cost
- Applying motivation theory and the behavior of core value to enable effective orientation
- Understanding Adam Equity Theory to ensure paying and rewarding right
- Understanding behavioural science to have effective, impactful interpersonal and performance management

With the above skills, she had spent 12 years travelling up in China for her series of leadership training from 2008 to 2017.

Theresa has a diploma in Human Resources Management and a diploma in Training Development and Management. She is a certified trainer in leadership and Bill Crosby Quality System and a living testimony of performance excellence not dependent on just academic qualifications.

Enquiries:

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