

C3E Quantitative Principles in Compensation Management

Master Human Resources Statistics and Analytic to Impact Business Outcomes

As a human resources professional, having a solid set of HR statistics and analytics skills is essential for delivering actionable insights for informed decision making to positively impact your organization's business outcomes. In this hands-on HR statistics course, you will master applied statistics to HR issues and gain analytics skills using Excel.

Topics covered in the course include:



Learning regularly used statistical tools, including the applications of these tools for total compensation design and administration.

Recognizing the four levels of measurement and the quantitative concepts in HR

Finding, collecting, analyzing and accurately displaying statistical data in the most effective way

Understanding the relevant application of various statistical tools

Introduction to increasingly used advanced statistics for decision making, including regression analysis



This course is part of the CCP and GRP certifications. It is designed for the HR professional seeking a foundational understanding of statistics in compensation management with responsibility in the area of compensation design. The course is also a helpful refresher for the experienced professional. Participants will need access to Microsoft Excel 2010 or later while completing the course. Specific areas covered include:

STATISTICS: DATA, INFORMATION AND LEVELS OF MANAGEMENT

Discover why HR professionals collect and use data and learn key questions to ask about the variable of interest. Learn about the levels of measurement.

PERCENTS AND RELATED ISSUES

Dive into percents, individual compa-ratio, department compa-ratio, market index, percent difference, developing salary ranges and percents in compensation management.

TIME VALUE OF MONEY

Understand how the time value of money is directly related to compensation, along with present and future value, compound interest and compound salary growth rate, constant midpoint progression and annuity payments.

STATISTICS: COLLECTING, ORGANIZING, GROUPING AND DISPLAYING DATA

Learn about populations and samples as well as frequency distributions, including how to organize group and display data.

STATISTICS: LYING WITH STATISTICS, GRAPHS AND DISPLAYS

Recognize distorted data and commonly used mistakes that distort data.

STATISTICS: MEASURE OF CENTRAL TENDENCY AND/OR LOCATION

Gain insights on measures of central tendency, measures of location and percentile bars.

MEASURE OF VARIABILITY

Understand measure of variability including range, interquartile range and standard deviation. Also learn about z-scores, including 2-sigma and 3-sigma rules.

STATISTICS: SHAPES OF DISTRIBUTIONS

Interpret distributions of data and understand the application (both good and poor) of normal distribution.

REGRESSION ANALYSIS

Learn about regression models within the compensation environment, how to develop a regression model, cautions in the interpretation of correlations and multiple regression.

Through this course, you will gain essential knowledge and skills in compensation statistics and analysis. Through hands-on Excel practice, you will collect and use data for problem solving and decision making that impacts your organization's business goals and outcomes.

The Globally Recognized and Distinguished Designation

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- Leading non profit professional association in compensation and total rewards
- Dedicated to knowledge leadership in total rewards, compensation, benefits, and work-life
- Offered premier human resources education, training and certification to support HR professionals' success
- Awarded more than 25,000 HR designations worldwide

Designed specially for management, finance, compensation, benefits and total rewards professionals operating in a multinational or global environment.

Achieving the GRP Designation

pass **all 10 modules** to signify your understanding of globalization impact and regional influences on the design and delivery of global rewards program - demonstrate that YOU have the essential knowledge to integrate global reward programs with business strategy

A step towards CCP Designation

known throughout American Total Rewards community as a mark of expertise and excellence in the fundamentals of compensation, most GRP students/ GRP Grads who complete the 2 additional modules may also obtain the CCP designation

2020 GRP DESIGNATION MODULES:

GR1: Total Rewards Management
C3E: Quantitative Principles in Compensation Management
GR3: Job Analysis, Documentation and Evaluation
GR4: Base Pay Administration and Pay for Performance
GR6: Variable Pay (Improving Performance with Variable Pay)
GR7: International Remuneration
GR9: Strategic Communication in Total Rewards
GR17: Market Pricing (Conducting a Competitive Pay Analysis)
C8: Business Acumen for Compensation Professionals
T7: International Financial Reporting Standards for Compensation Professionals

Add-on Modules for Certified Compensation Professional® (CCP®) Designation:

C1: Regulatory Environments for Compensation Programs
T2: Accounting and Finance for the Human Resources Professional

(available for most GRP students/Grads, please check online transcript to verify)

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