

# Compensation 202 for HR Professionals: Incentives Design (Online)

### Course Objective

This course is designed to equip human resources professionals in developing and improving the use of variable pay to support business results. While management may oppose raising fixed costs such as base salary and allowances, owners and leaders of organizations generally embrace the use of variable pay which is generally self-funded when designed properly, and can significantly change employee behaviors, alignment of effort, motivation and attraction/retention of higher-performing talent. The course covers the basic concepts in terminology surrounding variable pay including pay mix, types of incentives, team versus individual, line of sight, eligibility, performance measures, target setting and incentive plan diagnostics. The course focuses on corporate bonuses, sales compensation, profit sharing and gainsharing designs, and covers affective communication of incentives as well. Ample time is provided for open discussion including discussion of participant incentive challenges at work.

### Target Audience

The course will be highly beneficial for those with responsibility for managing designing, administering or reviewing incentive compensation plans including corporate bonuses, sales compensation or other forms of variable pay. Participants should have at least 2 years of experience doing compensation and benefits within a generalist or specialist role.

**Date: Call Us For More Info**  
**Time: 9am to 5pm**



### Learning Outcomes

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

1. Distinguish and select incentive types based on purpose
2. Determine total target cash and the pay mix
3. Evaluate effectiveness of existing incentives
4. Develop a broad-based corporate incentive plan
5. Develop a sales incentive or commission plan
6. Describe and recommend profit sharing and gain sharing plans
7. Communicate incentives to participants

### Speaker Profile

The course is conducted by Tom Farmer, Managing Director of Freelance Total Rewards, a Singapore-based consultancy and training provider in the area of total rewards, in the Asia context. Tom has more than 25 years of total rewards experience, spanning both corporate and consulting, and has had direct involvement in the design and annual review of incentives for more than 25 organisations, covering more than 1,000,000 employees in total.



Fees Type	Full Fees : (Inclusive of 7% GST)
Promotional Price	<b>\$749.00</b>

### Online Learning Requirements

1. A laptop or PC at home
2. Good internet connection
3. Working video camera and microphone
4. ZOOM account. Grab yours at <https://zoom.us/>

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

### TO REGISTER:

Select the "Training" folder and click on the topic: *Compensation 202 for HR Professionals: Incentives Design (Online)* under: **SNEF Digital**