

GR4 Base Pay Administration and Pay for Performance

Gain Compensation Strategy Skills to Accelerate Your Journey as an HR Professional

Learn how to design a pay for performance base pay program that supports your organization's compensation strategy and attracts, retains and motivates your organization's talent. This in-depth course will provide you with the skills and knowledge to design, implement and evaluate employee base pay programs..

Key concepts you will learn and assimilate include:



Identify the relationship between organization's business strategy and total rewards program

Learn what it takes to implement and deliver base pay programs, including monitoring and evaluation



Examining pay for performance merit pay systems, including development, utilization and costing

Discerning how and when human resources should be involved in mergers and acquisitions



This course is ideal for the emerging human resources compensation professional who is getting started with developing pay structures. Knowledge of basic mathematical concepts is recommended, including: mean, median, weighted average, compa-ratio, percentiles and calculating percents.

Specific areas covered include:

THE ROLE OF BASE PAY IN TOTAL REWARDS

Learn the elements of compensation, the total rewards design process, the fundamentals of base pay, job evaluation methods and job worth hierarchy

DESIGNING BASE PAY STRUCTURES

Gain the skills to design base pay structures, including understanding pay structure design and broadbands

PRACTICAL APPLICATIONS OF BASE PAY STRUCTURE DESIGN

Develop experience in the market-pricing approach, point factor approach and integrating market data into point factor through hands-on exercises and discussions

BASE PAY IMPLEMENTATION AND DELIVERY

Learn about pay approaches, job-based pay, differentials, pay actions, communicating pay actions and new hire pay rates

PAY FOR PERFORMANCE AND SALARY BUDGETING

Understand pay for performance, compensation strategy and philosophy, principles of merit-pay programs, base pay investment, merit increase guidelines and components of market-based salary budget

ADMINISTERING AND EVALUATING BASE PAY PROGRAMS

Be prepared to monitor pay levels, maintain pay structures and review and audit base pay programs as well as understand compression

MERGERS, ACQUISITIONS AND BASE COMPENSATIONS

Acquire the skills to integrate compensation plans and communicate compensation changes during mergers and acquisitions as well as understand the role of HR and key HR priorities during these events.

AFTER YOU COMPLETE THIS COURSE:

You will have acquired in-depth knowledge of base pay programs to design, implement and evaluate compensation strategy that attracts and retains your organization's talent.

Ready to accelerate your journey as an HR compensation professional?

The Globally Recognized and Distinguished Designation

Global Remuneration Professional | GRP®



About WorldatWork

- 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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