



# REMUNERATION FOR HR

**A complete study on the remuneration framework**

## What is covered

- What is a job profile is and types of profiles
- Job evaluation (overview, different systems and evaluation guidelines)
- Performance management and performance related pay (overview, application and considerations when linking pay to performance)
- Salary structuring (overview, pay scales and their application)
- Surveys (the various types and applications)
- Variable pay (overview, short-term and long-term incentive design principles)
- Employee engagement
- Remuneration Strategy and Policy

## Your takeaways

To better understand the role of remuneration in the organisation and best practices in this regard. This course will form the foundation for further specialisation into the various aspects of remuneration.

### Conducted by Prof. Dr. Mark Bussin



**Prof. Dr. Mark Bussin, BSc, HDPM, MM, M.Com, D.Com GRP CCP FIOD**

Mark is an experienced Remuneration and management consultant and business owner, and is an academic at 6 different universities. He is an Adviser to the Government of South Africa and Kenya, and he continues to serve on and advise numerous Boards, Audit and Compensation Committees (including Impala Platinum Holdings Limited, a listed company and second largest platinum mine in the world) and Standard Bank, to name a few. With a firm understanding of business, management, and board level decision making, Mark is a practicing consultant whose services are engaged by government and corporate entities. Previously, he was an ex-shareholder of Price Waterhouse London, and has held management roles in MNCs in Resources, FMCG and Financial Services industries.

As the Chairman of 21st Century (Pty) Ltd, one of the largest Remuneration and HR consultancies in Africa, he leads a team of more than 60 specialists, serving over 1700 clients – including non-profit organisations, private companies, government, parastatals and over two thirds of the companies listed on the Johannesburg Stock Exchange.

Mark supervises and lectures to MBA, Master's and Doctoral thesis students in the area of Leadership, Strategy, HR, Reward, Compensation and Performance. He is also an author of several books (some prescribed by universities) and has published or presented 65 academic articles and over 450 popular papers. He is often sought by the media to appear on television, radio, and in the press for expert views as he was a commissioner in the Presidency.

He has been visiting Singapore and Asia over the past 10 years to speak at conferences, and to facilitate several courses and Masterclasses. He is also a board and faculty member for WorldatWork USA, and is certified as a Global Reward Professional (GRP) and Certified Compensation Professional (CCP).

COVID-19 SNEF Funded fee: \$280\*/pax

*\*all fees subject to prevailing GST*

*Eligible to all employer sponsored registration - applicable to all employee categories, Singaporeans and non-Singaporeans*

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**18 August 2020**  
**two 3-hour session:**  
**9am & 2pm**

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