

Designing a Total Rewards Plan Effective for your Company (SFw HR)

Participants will be awarded the **Statement of Attainment for HRS-HRM-4022-1.1 Total Rewards Philosophy Development** upon successful completion of the course.

Course Objective

This unit addresses the skills and knowledge required to design total rewards plans and mechanisms in accordance to the organisational philosophy.

Target Audience

Human resource professionals/practitioners, managers, directors

Course Outline

- **Assessment of organization’s and industry’s practices relating to total rewards**
 - Introductions on elements of compensation philosophy, organizational policies and procedures related to total rewards, market trends on total rewards, industrial practices on total rewards
 - Translate organization’s philosophy, strategy and policies into total rewards design principles
- **Design plans, mechanisms and policies for total rewards**
 - Principles in developing compensation and benefits structure
 - Elements to design plans and mechanisms for total rewards
 - Design rewards policies that support the business
- **Implement total rewards design**
 - Importance of engaging stakeholders to secure buy-in
 - Elements of a clear communication strategy
- **Evaluate and refine total rewards design**
 - Models and methods to evaluate total rewards design
 - Develop systems and processes to evaluate effectiveness of total rewards design
 - Statistical analysis tools and techniques used in total rewards
 - Apply cost-impact analysis on rewards design
 - External and internal landscape that impacts total rewards design

Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions and presentations.

Duration : 2 days, 9am to 6pm (16 hours)
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg
 Click on ‘Training’ and Course Category ‘**Human Resource / Industrial Relation**’

- ❖ **50% Course Fee Subsidy, capped at \$15/hr (SC aged ≤ 39/SPR)**
- ❖ **90% Course Fee Subsidy, capped at \$50/hr (SC aged ≥ 40/ SMEs)**
- ❖ **Absentee Payroll**
90% of hourly basic salary, capped at \$10/hr. Eligibility period: 1 May – 31 Dec 2020

SME	NON-SME	SELF-SPONSORED	Full Course Fee	Training Grant	Amount Payable
- All SC & SPR	- SC aged ≥ 40		\$556.40	-\$468.00	= \$88.40
	- SC aged ≤ 39		\$556.40	-\$240.00	= \$316.40
	- All SPR				

All prices stated are inclusive of 7% GST

SC : Singapore Citizen
SPR: Singapore Permanent Resident
 : Not Applicable
SMEs : Defined as companies with:
 (i) at least 30% local shareholding; AND
 (ii) Group annual sales turnover of not more than \$100 million OR Group employment size of not more than 200 employees.

Funding Eligibility

In order to enjoy the funding, participants need to fulfill the following requirements:

1. Singapore Citizens or Permanent Residents (PR) of Singapore
2. Attain at least 75% course attendance
3. Successfully complete assessment & certified as competent
4. Has not enjoyed funding for the same course before.
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

Enquiries:

Karmila DID: 6827 6923 / Training hotline: 6827 6927

Email : karmila@snef.org.sg / trg@snef.org.sg