SNEF

Compensation 102 for HR Professionals

Date: 22 and 23 June 2017
Time: 9am to 5.30pm

Course Objective

This two-day course provides learners with hands-on practical skills needed to do actual compensation work within an HR and business environment. It is designed to supplement theoretical and technical knowledge of compensation gained in the Compensation 101 course, certification courses or other knowledge based training on remuneration practices. The facilitator will demonstrate the actual process steps involved in job evaluations, salary structure design and annual salary review. Using simulated tools and data for a fictitious company, learners will work as table groups on their own laptops to complete the above tasks using the methods used by large companies.

Target Audience

This class is designed specifically for HR or Comp & Benefits professionals with basic knowledge of compensation practices such as job evaluation and market pricing, but who wish to acquire or sharpen practical hand-on skills to perform related tasks. Those who have taken GRP courses, or who have completed Comp101 will find the class most useful. Those who do not yet have basic theoretical of compensation and benefits are encouraged to attend Comp 101 (or equivalent GRP courses) prior to this class.

Learning Outcomes

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

1. Evaluate a job to determine grade
2. Participate in salary surveys
3. Market price a job to determine market value
4. Conduct a market analysis to determine the company's competitive pay position, recommend a salary budget and support salary structure development
5. Develop a salary range structure including cost and impact analysis modeling
6. Develop salary increase guidelines that help managers differentiate increases based on performance and market position (compa-ratio), and align to the approved salary budget
7. Use Excel software to create pivot tables, chart, regression, and common functions including IF, VLOOKUP, COUNTIF, ROUND, conditional formating and others
8. Present results of analysis and address common questions from the business

Course Outline

1. Gathering relevant information for compensation processes
2. The Job Evaluation Process
3. Evaluate a job to determine grade (Whole job & Factor Methods)
4. Submitting salary surveys
5. Using salary survey reports to market price jobs
6. Conduct a market analysis to determine the company's competitive pay position, recommend a salary budget and support salary structure development
7. Develop a salary range structure including cost and impact analysis modeling
8. Develop salary increase guidelines to allocate a merit budget based on performance rating and market position (compa ratio)
9. Useful Excel functions and skills

TOM FARMER

Tom Farmer is an American total rewards professional with 30 years of experience in compensation and benefits, including 15 years in corporate management roles and 10 years in consulting. He is currently on contract with NXP Semi-conductors as Director of Rewards for Asia, covering Greater China, Southeast Asia, Japan, Korea, and India, supporting more than 15,000 employees.

Tom was Principal and Asia Pacific Leader for Mercer's Global Mobility practice and also worked with InterContinental Hotels Group as VP Compensation & Benefits for the Asia Pacific region.

Some of the companies he has worked with are The Coca-Cola Company, General Electric, Auburn University, CapitalOne Financial, Synovus Corporation, Verizon Wireless, The Home Depot, Kraft Foods/Mondelez, Darden Restaurants, Yum! Brands (KFC/ Pizza Hut), InterContinental Hotels Group, Hilton Hotels, Great Eastern Life Assurance, CrimsonLogic, AIA, PTT Group (Thailand), Leighton Asia India and Offshore, UniSource, Ayala Group (Philippines), Freddie Mac and Fannie Mae (America's two largest SOE's) and about 100 others.
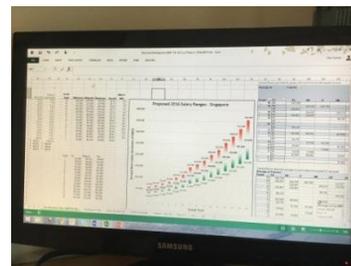
Course Fees

Fees Type	Full Fees : (Inclusive of 7% GST)
Normal Price	$963.00
Extended Early Bird Price (Register by 8 May 2017)	$749.00

Price Includes:
- *1 set of course materials*
- *2 Lunch, 4 tea-breaks*

TO REGISTER:

Simply go online to www.snef.org.sg

Select the "Training" folder and click on the topic: Comp102 HR under Global Remuneration Professional.

You can contact SNEF:

To REGISTER, simply go online to Register and to reserve a seat for you or your people to obtain the Comp 101 for HR professionals.

Or simply email SNEF at: darren_lim@snef.org.sg or trg@snef.org.sg - Or call Darren at 6827 6930.