



C1 QUANTITATIVE AND STATISTICAL ANALYSIS IN COMPENSATION ADMINISTRATION

- UNDERSTANDING CONCEPTS, METHODOLOGIES AND APPROACHES USED IN COMPENSATION WORK (USE OF COMPENSATION TOOLS / GRAPHICS)

Introduction

This course is a must for HR practitioners and executives working on Compensation. It covers the basic applied mathematics and statistics used to describe and analyse the data. It presents the quantitative tools used for the analysis, design and the day-to-day administration of compensation programmes.

Objectives

- to understand the quantitative concepts in Compensation administration / management
- to apply and implement statistical knowledge in day-to-day Compensation administration
- to read, analyse and interpret salary survey data / report
- to be familiar with tools and methodologies in used in Compensation administration / management for better reporting and presentation

Outline

- Calculating quartiles (75P, 25P etc), mean, percentiles
- Variance analysis
- Reading, analysing compensation survey data
- Regression analysis
- Salary curve plotting /line of best fit
- Competitiveness, positioning
- Comparative Ratio (CR)
- Using graphics, spreadsheet for analyses, reporting and presentation
- Smoothed, unsmooth lines. Salary lines / graphics

Mode	Combination of presentations and hands-on workshop
Pre-requisites	Participants to bring own laptops
Target Audience	Compensation/rewards executive, payroll officers, HR practitioners
Duration	1 day
Fees	RM1000 per participant