



C2 USING, INTERPRETATING MARKET DATA / RESULTS AND APPLYING FOR EFFECTIVE COMPENSATION ADMINISTRATION, BASIC SALARY ANALYSES AND REPORTING TO SUPERIOR / HR HEAD - INTERNAL AND EXTERNAL EQUITIES

Introduction

This course is useful for HR practitioner switching into C&B roles assisting the HR Head in carrying out compensation analyses based on market reports.

Objectives

- To ensure correct usage and reading of survey results before carrying out analyses to meet management needs. Learn some of the proper tools, analyses and reports to be prepared.

Outline

Introduction

- The process of compensation management
- Basic statistic, analysis and terminologies
- Tools used in curve plotting
- Pricing the job
- What is the market worth of job?
- Analyses of data
- Types of analyses / proposals
- Sample market survey reports
- Spotting 'Good vs Bad' market report

Reviewing Salaries & Increment

- Reviewing salaries
- Variance salaries
- Comparing salaries

Presenting, Preparing & Selling Remuneration / Salary Analyses to Senior Management

- Benefits analysis
- Software (IT) / tools, credible analyses
- Effective presentation
- What bosses look for?
- Key impressions to be made
- Banishing fear of speaking

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