



(COURSE - M1)
**QUANTITATIVE & STATISTICAL ANALYSIS IN COMPENSATION ADMINISTRATION /
MANAGEMENT**

Introduction

This course is a must for HR practitioners and executives planning to or 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. It will provide the fundamentals and important understanding of the “nuts and bolts” of salary systems.

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 used in Compensation administration / management for better reporting and presentation

Outline

- Calculating and applications of quartiles (75P, 25P etc), mean, percentiles, weighted averages and medians
- Variance analysis
- Reading, analysing compensation survey data / reports
- Regression analysis
- Salary curve plotting /line of best fit / regression lines
 - Differences between different salary lines (e.g. maturity lines, exponentials)
- Competitiveness, positioning
- Comparative Ratio (CR)
- Using graphics, spreadsheet for analyses, reporting and presentation
- Smoothed, unsmooth lines. Salary lines / graphics
- What top management look for in analysis / reporting / presentations

Mode Combination of presentations and hands-on workshop
(involve case studies and exercises)

Pre-requisites Participants to bring own laptops

Target Audience Compensation/rewards executive, payroll officers, HR practitioners

Duration 1 day

Trainer
(Brief Profile) **Mr. Ngo Tuan Siong**
An Engineer by training, he has been in the remuneration consultancy profession for more than 35 years. He has been a remuneration consultant for both multinational and local companies; mainly in the manufacturing and electronic industries. In the last 30 years, he has successfully trained C&B, remuneration and human resources practitioners in Malaysia and Singapore. A HRDC registered trainer in C&B / remuneration courses.