

Course Outlines

Course Name	Fundamentals of Compensation
Conducted By	Techno Management
Duration:	2 Days
Preparations	Classroom with a Data Show and whiteboard or flipchart
Audience	All managers involved in Human Resources Management
Pre-Requisites	None
General Notes	None

Fundamentals of Compensation

Course Contents

Course Description

Understanding and effectively integrating the fundamental elements of compensation management and salary administration is critical to sound compensation plans that support and reinforce organizational objectives. The technical skills and practical knowledge explored in this workshop will enable you to respond more knowledgeably and creatively to the needs of your organization. You will also gain an appreciation of how subtle differences in compensation impact human resources systems, which in turn impact the organization as a whole.

Course Outlines

1. The practice and theory of compensation management
2. An approach for providing day-to-day compensation management consistent with business objectives
3. How to tailor a compensation program to support the organization's strategic goals and objectives
4. Collection and integration of market data to develop and support a competitive salary program
5. Constructing salary structures: ranges, wage rates, and incentives
6. Linking pay to performance: merit guidelines and performance management
7. Market pricing: how to read, understand, and customize survey data to meet your organization's needs

Audience

HR professionals and generalists who seek to broaden their understanding of compensation; compensation practitioners, new to the profession, who wish to maximize the strategic impact they can have on their organizations' compensation-related programs.

Course Timing

1. Course duration is 2 days (16 hours)
2. Duration is from 9:00 am to 4:00 pm with one hour lunch break and two half an hour coffee breaks.