

WEBINAR: Competency-Based Salary Structure Design



Overview

Salary structure is an unavoidable management activity, as employees look forward to understand how their management views and implement the company's compensation and benefits. Linking the salary structure to competencies and rewards makes it even more sensitive to handle.

Objectives

- To learn about the elements of a competency-based salary administration program, salary surveys, and compensation policies
- To know how to design an effective competency-based salary structure.

Who Should Participate

- Managers who need to understand and apply HR systems
- Non-HR professionals who are responsible for HR activities
- Managers and professionals who are tasked with launching an HR department
- HR professionals with less than five years of experience
- HR specialists who have limited generalist experience
- Anyone who handles and manages human resources or people

Key Topics

- I. Competencies in a System Model
- II. Job Assessment and Analysis
- III. Uses of Job Analysis Information
- IV. The Steps in Job Analysis
- V. Job Evaluation
- VI. Primary Determinants of Salary Structure
- VII. Salary Structure Design Process
- VIII. Traditional vs Competency-Based Pay

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Duration

- 3 hours

Webinar Fee

- Php 1,750.00 per participant (inclusive of e-Handouts and e-Certificate) to be paid at least 3 banking days before the event

Requirements

- Mobile phone, tablet, computer or laptop
- Download free ZOOM app
- Internet connection
- Good audio connection

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