

The **Certified Compensation & Benefits Manager** program, of Carlton Advanced Management Institute, USA, done in India in association with Middle Earth Consultants.

This program helps the HR professionals understand the importance of compensation and benefits in such a way that they are able to understand the intricacies, basic reward system, the global trends in compensation and benefits and is able to link pay with performance for better planning. By the end of this workshop participants will be able to source well structured and reasonable compensation and benefits schemes that operate effectively, provide the best value to the organization and structure remuneration schemes that will attract

Course Overview

MODULE: 1 Compensation and Benefits Environment

- The environmental factors effecting compensation and benefits
- Government regulation & social security in compensation
- Social changes & demographics in compensation
- Changes in compensation due to collective bargaining
- Changes in the compensation administration due to outsourcing & globalization

MODULE: 2 Rewards & Basics of Compensation

- Compensation basics
- Components of compensation system
- Equity theory

MODULE: 3 Building Internal Equity

- Job description
- Establishing internal equity: job evaluation methods
- Using job rankings
- Creating job grading
- Creating point plans
- Hay plan overview

MODULE: 4 Building External Equity

- Different aspects of establishing external equity
- Salary survey
- Designing salary surveys
- Periodicity of salary surveys

MODULE: 5 Building Individual Equity

- Performance pay options
- Building performance pay systems
- Steps in introducing pay for performance system
- Pay for performance: the challenges

MODULE: 6 Benefit Plans & Total Reward Planning

- Benefit plans
- Mandated benefits
- Security/Insurance benefits
- Retirement benefits
- Time off related benefits
- Non-monetary perquisites
- Monetary perquisites
- Cafeteria plan/flexible benefit plans

MODULE: 7 Total Reward Planning

- Reward strategy objectives
- Components of total reward

By attending this Workshop you will learn:

- Understand the role of government regulation and social security in compensation globally
- Understand the 6 components of a compensation system
- Understand the 8 steps of how to build effective variable pay systems
- Learn how to build a point plan and a job grading system to create internal equity
- Understand how globalization, sociological and demographic changes effects compensation
- Understand how to create different levels of salary benchmarks
- Understand how the Hay Plan is built
- Understand mandated and cafeteria benefit systems
- Learn how reward planning can be used to cut compensation costs
- Learn how to build high impact compensation systems in a recession

Unique Benefits to the participants:

- Get a comprehensive, information packed courseware during the program and for back home use
- Learn from the industry experts who have a vast experience in the area of HR
- Network with other professionals with same background and interest
- Brand yourself as a certified compensation & benefits manager
- Your satisfaction is guaranteed

Who Should Attend the Program?

Senior HR executives and professionals who develop and administer the compensation and benefits plan in an organization.

CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

Certification Process With Time Lines

Step 1 : Training – 2 days (9.00 am – 6.00 pm)

Step 2 : Project completion (24 hrs work)

Step 3 : Project Soft Copy Submission (within 60 days from program)

Step 4 : Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an internal evaluator. An Extern Evaluator appointed by CAMI would verify

Fees Per Participation

INR. 30000

For Registrations and More Information Contact :

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>