MERCER PUBLIC WORKSHOP

美世公开研讨会

利用薪酬报告制定薪酬架构

联络

美世学习与发展热线电话
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参与薪资调查将使人力资源经理在竞争重重、瞬息万变的市场中做出明智的决策，以增强雇主的竞争优势。在大多数的公司里，薪酬管理已经成为人力资源管理中的主要课题。或许，您每天正在为以下这些困惑而烦心不已：

- 调查参与者如何将其投资价值最大化并优化调查结果的使用？
- 我们的付薪公平吗？我们的薪资具有市场竞争力吗？
- 我们的薪资政策与经营战略一致吗？
- 如何基于既定的市场数据和付薪策略制定一套薪酬架构？
- 每年我应该如何更新公司的薪酬架构？
- 能否找到有效的工具帮助我管理好常规的薪酬调整以及各种"特殊情况"？

美世为期 2 天的研讨会将帮助您探寻答案。在学习形式上，将采用美世复合式教学模式—在线学习、线下面授与在线测试。美世会在课前开通 1 门与课程内容相关的在线课程，线上学习与测试有助于预习和复习理论知识和工具方法，面授研讨则更加关注重点知识的融会贯通、实战演练、实际案例的讨论和问题解决，线上线下相结合，强化巩固学习效果，为每位学员带来精彩充实的学习旅程。

课程概述

美世的 3P 管理理念概览

职位评估的概念与流程

市场数据准备
- 薪酬调研输出结果分析
- 统计方法论介绍

制定薪酬策略
- 考量不同维度的薪酬策略设计
- 案例分析
-

薪酬结构设计
- 薪酬结构设计的基本概念
- 内部公平性与外部竞争性设计

把握今天，成就明天　　MERCER

- 薪酬结构设计步骤

薪酬结构设计实例演练

薪酬管理
- 薪酬比率和渗透率
- 员工薪酬范围管理
- 根据岗位或等级变动调整薪酬
- 调薪管理

学员收获
- 掌握制定薪酬策略和进行薪酬结构设计的工具、技术及技能
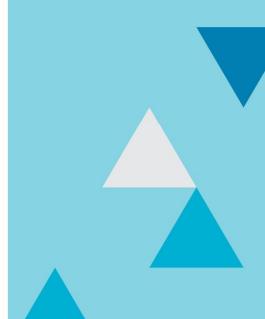- 最大化发挥薪资调查的价值，并运用其结果来设计公司的薪资管理体系

学员对象
具备薪资基本知识以及一定的 Excel 操作基础，负责薪资政策规划工作的人力资源从业人员

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UTILIZING COMPENSATION SURVEY FOR PAY STRUCTURE

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Compensation surveys help the HR management team make discerning decisions in a competitive and variable marketplace to enhance a company's advantages. In most companies, compensation management has become a challenging issue for HR teams. Perhaps you are facing these challenges:

- How can I maximize the value and optimize the use of the survey results?
- Do we pay equitably? Do we pay competitively?
- Does our salary policy align with business strategy?
- How to set up a salary structure based on existing market data and pay strategy?
- How can I review my company's salary structure every year?
- Any effective tools to help me manage the regular salary review as well as the "special cases"?

Mercer's two-day workshop will help participants find out solutions. We will take the method of Mercer blended learning: online learning, offline training and online assessment. Mercer will open 1 related online module before the workshop. The on line learning and assessment will help participants preview and review theory, knowledge, tools and methods, the face to face workshop will focus on practicing key knowledge, discussing real cases and learning how to deal with practical HR problems. The highly effective on line to off line learning method will consolidate learning effect, and bring participants a fruitful learning journey.

TOPICS COVERED
Overview: 3P Management Model

Overview: Job Evaluation

Market Data Preparation
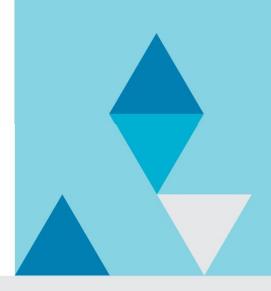- Compensation survey outputs
- Statistics methodologies

Salary Strategy
- Salary strategy design by different dimensions
- Case study

MAKE TOMORROW, TODAY MERCER

Salary-structure Design
- Basic theory
- Internal equity and external competitiveness
- Salary-structure design process

Salary-structure Design Case Exercise

Compensation Management
- Compensation ratio and penetration rate
- Salary range management
- Salary adjustment
- Salary increase management

BENEFITS TO PARTICIPANTS
- Master actionable tools and techniques as well as the know-how about making salary strategy and designing pay structure
- Maximize salary survey and utilize the data for determining salary structures and design, and for compensation management

TARGET PARTICIPANTS
HR professionals with basic knowledge of compensation management and data analysis skill by Excel, compensation and benefits specialists who are currently using salary survey data and are actively involved in compensation, benefits and remuneration

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