MERCER PUBLIC WORKSHOP
美世公开研讨会

互联网行业的薪酬结构设计

基于互联网行业特性优化完善职级体系，合理设计薪酬策略与架构

互联网行业在薪酬设计上和传统企业有什么差别？哪些可以借鉴、哪些需要创新？

互联网行业薪资增速到底有多快？我们的付薪水平真的具有市场竞争力吗？

一套薪酬架构对于互联网公司而言够吗?设计几套为合理？

身在互联网行业的您，是否也面临如上困惑？美世为期 1 天的研讨会将帮助您基于互联网行业的特性，制定与业务一致的薪酬策略，设计优化公司的薪资管理体系。在学习形式上，将采用美世复合式教学模式，线下线上学习相结合，有效强化巩固学习效果。

课程概述

美世的 3P 管理理念概览
- 以岗位付薪、以能力付薪、以绩效付薪

薪酬结构设计的基础：职位评估与职级体系
- 市场上常见的职级体系
- 传统行业 VS 互联网行业
- 美世互联网行业职级体系标准

薪酬分析中常用的统计概念
- 平均值、中位置、分位值、分位差
- 员工加权 VS 公司加权
- 回归线

研讨会信息

时间地点：
北京
8 月 14 日

上海
9 月 16 日

深圳
8 月 28 日

费用：
RMB 5,800(含 6%增值税)

联络
美世学习与发展热线电话
电话: 400 600 5599
电邮:
learning.china@mercer.com

智现在·致未来

美世公司 2020 版权所有

MERCER PUBLIC WORKSHOP
美世公开研讨会

薪酬诊断分析

- 内部公平性与外部竞争力分析
- 互联网行业案例与练习

薪酬策略制定

- 整体报酬框架
- 薪酬策略与业务一致性分析
- 薪酬策略组成要素
- 互联网行业案例与练习

薪酬结构设计

- 什么是薪酬结构？
- 薪酬结构设计的步骤
- 薪酬结构设计要素说明：政策线、幅宽、级差、重合度

薪酬管理

- 薪酬渗透率
- 二维调薪矩阵

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
- 发挥薪酬数据的价值，并运用其结果来设计公司的薪资管理体系

目标学员

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

研讨会信息

时间地点：
北京
8 月 14 日

上海
9 月 16 日

深圳
8 月 28 日

费用：
RMB 5,800(含 6%增值税)

联络

美世学习与发展热线电话
电话: 400 600 5599
电邮:
learning.china@mercer.com

智现在 · 致未来

MERCER PUBLIC WORKSHOP

PAY STRUCTURE DESIGN FOR INTERNET INDUSTRY

What are differences of salary design between the Internet industry and traditional enterprises? What can we learn in this process, and what needs innovation?
How fast is salary growth in the Internet industry? Is our payment capability really competitive?
Is one set of salary structure enough for Internet companies? If not, how many sets of salary structures are reasonable?

Are you faced with similar confusions when working in the Internet industry? Mercer's one-day workshop will help you build up the compensation strategy which is consistent with your business. At the same time; you are able to design and optimize the company's salary management system on account of characteristics of the Internet industry.

TOPICS COVERED

Overview of Mercer's 3P idea
- Pay by position, pay by ability, pay by performance

Foundation of salary structure design: Job position evaluation and rank system
- Common job rank system in the market
- Traditional industry VS Internet Industry
- Mercer's official rank system standards of Internet industry

Common use of statistical concepts in salary analysis
- Mean, Median, Quartile value, Quartile deviation
- Employee weighting VS Company weighting
- Regression line

Salary diagnostic analysis
- Internal fairness and external competence analysis
- Cases and practices of Internet industry

The formulation of salary strategy
- The overall salary structure
- The consistence of salary strategy and business
- The main elements of salary strategy

MERCER

welcome to brighter

MERCER PUBLIC WORKSHOP

- Cases and practices of Internet industry

The design of salary structure
- What is salary structure?
- Steps of salary structure design
- The elements of salary structure design: Policy line, width, grade difference, coincidence
- Cases and practices of Internet industry

Salary Management
- Salary permeability
- Two-dimensional salary adjustment matrix

BENEFITS FOR PARTICIPANTS
- Master tools, techniques, and skills when formulating salary strategy and designing salary structure
- Maximize the value of salary data and apply its results to the designing of company's salary management system

TARGET PARTICIPANTS
HR staffs who have basic knowledge of salary and Excel operation, and who are responsible for salary policy planning

welcome to brighter