

## 利用薪酬报告制定薪酬架构

发挥薪资调查价值，设计兼顾内部公平性与外部竞争力的薪资管理体系

上海场次支持全景动态直播 

**Duration: 2 days**

**Price: RMB 13,800 (6% VAT included)**

在众多公司里，薪酬管理已经成为人力资源管理中最具挑战性的重要课题。参与薪资调查、发挥薪资调查价值，设计出兼顾内部公平性与外部竞争力的薪资管理体系，将使人力资源经理在瞬息万变的市场中做出明智的决策，从而增强雇主的竞争优势。或许，您每天正在为以下这些困惑而烦心不已：

- 调查参与者如何充分利用其投资价值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 天的研讨会将带您拨开迷雾，探寻答案，助您建立全面的薪酬管理专业知识框架与全局观。

### 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
- 薪酬分析中的统计术语和方法论

#### 制定薪酬策略

- 整体报酬框架

- 外部竞争力分析和内部公平性分析
- 考量不同维度的薪酬策略设计
- 案例分析

## 薪酬架构设计

- 薪酬架构设计的基本概念
- 薪酬架构设计的要素
- 薪酬架构设计步骤

## 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

- 了解美世 3P 管理模型
- 掌握制定薪酬策略和进行薪酬架构设计的工具、方法及技能
- 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

## 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、想要发展薪酬管理能力的 HR 其他模块从业者

## Utilizing compensation survey for pay structure

Live stream is available for Shanghai sessions 

Compensation management has become the most challenging and important subject in human resource management in many companies. There are several ways to help the HR management team make discerning decisions in a variable marketplace to enhance a company's advantages, such as participate in compensation surveys, give full play to the value of salary survey and design a salary structure with internal fairness and external competitiveness. 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 help you build a comprehensive knowledge framework and whole picture of compensation management.

### Topics covered

#### Overview: 3P management model

#### Overview: Job evaluation

#### Market data preparation

- Compensation survey outputs
- Statistics terminology and methodologies in compensation analysis

#### Salary strategy

- Total rewards framework

- Internal fairness analysis and external competitiveness analysis
- Salary strategy design by different dimensions
- Case study

### Pay structure design

- Basic theory
- Elements of pay structure design
- Steps of pay structure design

### Compensation management

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

### Benefits to participants

- Understand the Mercer 3P management model
- Master actionable tools and methods 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, other HR professionals who want to develop compensation management ability