



COMPENSATION STRUCTURE AND VARIABLE PAY PLAN CERTIFICATE COURSE



Variable pay helps in retaining valuable employees, retaining good talent for long period of time and thereby, less spending on hiring new talents and providing stability to the organization

CONTACT US

Meritt Learning Center

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SESSION PLAN

- Variable Pays, Types of Variable Pays (STI, MTI, LTI), Trends in Variable Pays, Designing Variable Pays, Steps in Introducing Variable Pays, Rewarding Critical Roles and Hot Skills, Different Types of Variable Pay Programs.
- Defining Performance Parameters, Measuring Performance, Basic Guidelines for Rewarding, Typical Reward Models, Linking Rewards to Performance, Pay for Performance, Integrating Total Rewards with Job, Market and Performance.
- Communication of Reward Programs, Changing Approach to Reward Communications, Steps in Effective Reward Communication, Implementation Guidelines for Reward Programs in Organizations.
- Practical Exercise on Variable Pay

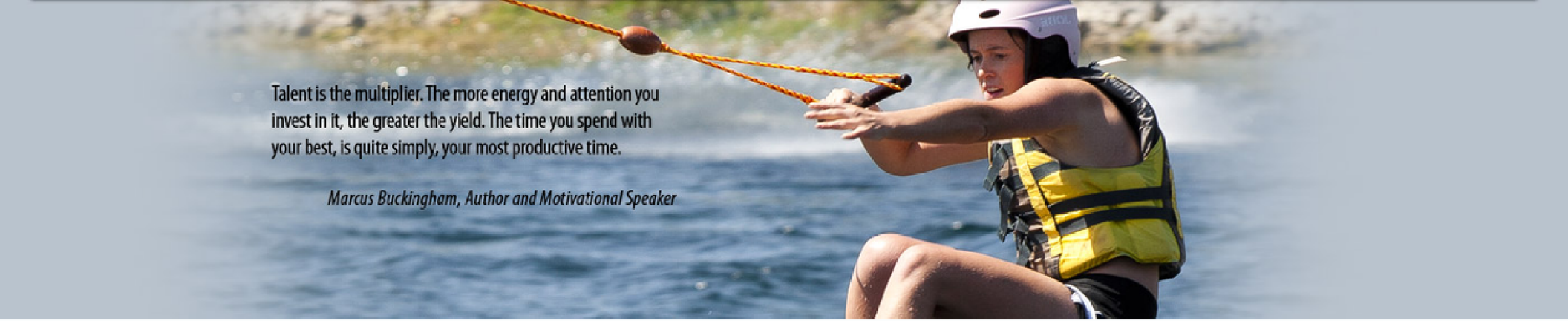
DEVELOPING COMPENSATION STRUCTURES AND VARIABLE PAY PLANS

WHEN DONE, THIS WOULD THEN CONCLUDE THE PAY DESIGN EXERCISE IN THE COMPANY.

FACULTY

An Alumnus of XLRI, Jamshedpur, with over 35 years professional experience as HR Leader, Consulting Partner, and Office/ Practice Head.

Worked with large corporations such as Senior VP, CHRO in VSoft Technologies, VP HR - Sutherland Global, VP HR - Apollo Health Street. Vice President HR with Tata Enterprise, Director for Axon Learning, Director for Mindshare Consulting, Director HR - Consulting with Ernst & Young, and many such milestones, with specialist areas in Competency Mapping of unique roles and Assessment Centers, Organisational restructuring & Role profiling, Workplace audit, Compensation restructuring and Training assignments for reputed companies like IOC, M&M, HCL Perot System, Exim Bank, NTPC, BHEL, Airtel, GATI, Indian Oil, etc.



Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. The time you spend with your best, is quite simply, your most productive time.

Marcus Buckingham, Author and Motivational Speaker

What you will get?

Manual User Guide Book

Detailed Pre-reading material before the session

Recording of the session

Practical assignments during the session and follow-up assignments

On completion, you will receive

"Completion Certificate for Designing Pay Structure with Market Data" with Grades.

Your Name will be listed in the Meritt Training Directory.

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List of Clients

Some organizations which have benefited from our consulting and services practice areas