

Compensation Program Design: A Workshop

Aligning compensation tactics with business goals is a key strategy for successful organizations. This advanced compensation workshop reviews techniques, legal implications, and best practices when implementing a compensation program. Going beyond compensation fundamentals, you will have the opportunity to practice designing and developing a compensation structure. Explore how using this approach can attract, engage, and retain top talent.

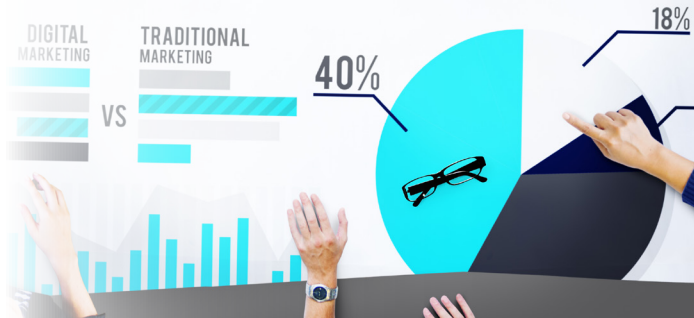
Learning Objectives:

- Identify the building blocks used to develop direct pay systems.
- Outline various compensation tools such as job documentation, job evaluation, etc.
- Utilize market salary information to assist with design of compensation structure.
- Recognize the importance of consistent wage and salary administration.

Prerequisite:

- Prior completion of *Total Rewards: Compensation Basics* or advanced level compensation experience with focus on compliance.

COMPENSATION



CEUs: 0.7 (6.5 hours)	HRCI Credits: 6.5 HR (General)	SHRM: 6.5 PDCs
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Learning Options:

- Classroom training
- At your location

Who Should Attend:

- Compensation professionals or senior HR professionals with strong compensation backgrounds who are responsible for the design and/or administration of their company's compensation program or want to strengthen their knowledge of compensation.

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

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Course Outline

- **Develop and align your compensation philosophy and objectives**
- **Understand legislation that affects pay**
 - ◆ FLSA, Equal Pay Act, Title VII of the Civil Rights Act, and the Lilly Ledbetter Fair Pay Act 2009
- **Build job hierarchy and job evaluation documentation**
 - ◆ Two approaches: internal and external
- **Review salary survey data collection methods and analyses**
- **Define and develop pay structures for your organization**
- **Integrate the implementation, communication, and administration of your plan**

“ Very helpful to have a deeper understanding of compensation designs and market. Loved that it was very hands-on and taught us to do the analysis on our own! Favorite MRA course to date for that reason. ”



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