



HR Consulting | Recruitment | Training | Testing | Education



***Certified Compensation & Benefits Manager
(CCBM)***

Government Certification to Boost Your Knowledge

About Salahkaar Consultants:

- One of the fastest growing Human Resource Consulting, Testing and Training organizations in Asia.
- Directors and consultants of international repute who have been visiting professors to several international universities.
- Exclusive trainers and consultants for several Fortune 500, Global 100 and BT 500 companies.
- HR, HRD, OB, OD and Industrial Psychology solutions that are customized and result- oriented.

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Certified Compensation & Benefits Manager (CCBM)

Introduction

Compensation and benefits is an emotive area, not only for the organizations but also for the employees. Establishing and managing a reward structure is one of the critical cornerstones of the human resource department. It is extremely important to design the right reward package that supports the business goals.

This course helps the HR / accounts professionals understand the importance of compensation and benefits in such a way that they are able to understand the intricacies, basic reward system, the global trends in compensation and benefits and are able to link pay with performance for better planning. By the end of this workshop participants will be able to source well structured and reasonable compensation and benefits schemes that operate effectively, provide the best value to the organization and structure remuneration schemes.



Course objectives

The program is targeted to make participants Understand the components of a compensation system and how to build various compensation structures. Understand all about Salary, Rewards & Fundamental Compensation, its strategies and way to implement.

After undergoing this course, participants will be able to

- Understand the steps of how to build effective variable pay systems
- Learn how to build a point plan and a job grading system to create internal equity
- Understand how globalization, sociological and demographic changes effects compensation
- Understand how to create different levels of salary benchmarks
- Understand mandated and cafeteria benefit systems
- Learn how reward planning can be used to cut compensation costs
- Learn how to build high impact compensation systems in a recession

WHO SHOULD ATTEND?

Senior HR executives, accounts executives and professionals who develop and administer the compensation and benefits plan in an organization.



Program Content

Module-1: Compensation and Benefits Environment

- The environmental factors effecting compensation and benefits
- Government regulation & social security in compensation
- Social changes & demographics in compensation
- Changes in compensation due to collective bargaining
- Changes in the compensation administration due to outsourcing & globalization
- Effect of laws and regulations on compensation and benefits.

Module-2: Salary, Rewards & Fundamental Compensation

- Understanding of the components of a pay structure, salary as part of total remuneration, grading options, pay ranges, pay progression mechanisms, Understand on 'traditional pay' versus 'new' compensation basics. Developing the overall compensation architecture and salary structure(s)
- Components of compensation system and compensation strategy
- Equity theory
- Developing an effective compensation strategy
- Launching a communication plan

Module-3: Building Internal Equity

- Job description
- Establishing internal equity: job evaluation methods
- Using job rankings
- Creating job grading
- Creating point plans
- Salary plan
- Building company policies



Module-4: Building External Equity

- Different aspects of establishing external equity
- Salary survey
- Designing salary surveys
- Periodicity of salary surveys
- Managing salary survey agencies

Module-5: Building Individual Equity

- Performance pay options
- Building performance pay systems
- Steps in introducing pay for performance system
- Pay for performance: the challenges

Module-6: Benefit Plans & Total Reward Planning

- Benefit plans
- Mandated benefits
- Security/Insurance benefits
- Retirement benefits
- Time off related benefits
- Non-monetary perquisites
- Monetary perquisites
- Cafeteria plan/flexible benefit plans

Module-7: Total Reward Planning

- Reward strategy objectives
- Components of total reward



CERTIFICATION

Successful completion and assessment will lead you to a certification qualifying you to use the title of “**Certified Compensation & Benefits Manager (CCBM)**”

CCBM is a Post Graduate Certifications by Salahkaar Consultants.

DURATION

Certified Compensation & Benefits Manager (CCBM) 3 months

COURSE FEE

- a) For participants from India INR 12000 (inclusive of postage charges)
- b) For participants other countries USD 300 / EUR 150 (inclusive of postage charges)

