GR4 | Base Pay Administration and Pay for Performance

Course Overview

This intermediate-level course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base pay program. Exercises will show how to design a pay program that is fair, competitive and supportive of an organization's compensation strategy.

Intended Audience

This course is intended for emerging compensation practitioners with limited experience in developing pay structures. Knowledge of basic mathematical concepts such as mean, median, weighted average, compa-ratio, percentiles and calculating percents is suggested, as well as an understanding of the concept of regression analysis.

Modules

MODULE 1 The Role of Base Pay in Total Rewards

MODULE 2 Designing Base Pay Structures

MODULE 3 Practical Applications of Base Pay Structure Design

MODULE 4 Base Pay Implementation and Delivery

MODULE 5 Pay for Performance and Salary Budgeting

MODULE 6 Administering and Evaluating Base Pay Programs

MODULE 7 Mergers, Acquisitions and Base Compensation

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