

GR2 MADE EASY WITH EXCEL



South African Reward Association

Presents:

GR2 MADE EASY

4 October 2010
The Campus, Bryanston

WHO SHOULD ATTEND THE COURSE:

- GRP Graduates
- Current GRP candidates who have completed GR2

SPACE IS LIMITED



Date:	Monday, 4 October 2010
Venue:	Leonardo Da Vinci Room Wanderers West Entrance The Campus Bryanston
Cost:	R2 000.00 per delegate
Cancellation Fee:	Please note that if registration is not cancelled 48 hours before the course or if delegate is a 'No Show' at the course, the delegate will be responsible for the full cost of the course.
RSVP:	Please email Danielle@vdw.co.za to REGISTER.

PLEASE NOTE:

SPACE IS LIMITED

ONLY GRP GRADUATES AND CANDIDATES THAT HAVE COMPLETED GR2 ARE

ELIGIBLE TO ATTEND.

Dietary

Requirements:

Please advise of any dietary requirements: halaal, kosher, vegetarian

Agenda

08h30 - 09h00 **TEA /COFFEE / COMPUTER START UP**

09h00 - 10h00

Section A: Levels of Measurement, Percents, Pay Scale Calculations and Pay Scale Graphs

Levels of measurement in Excel
Converting text to numbers
Calculating percentages
Calculating compa ratios and market indices
Calculating pay scale formulae
Graphing pay scales using a stacked column graph

Exercise A

10h00 - 10h30

Section B: Time Value of Money

Using formulae to calculate:
Present value
Future value
Interest rate
Number of payment periods
Repayment per period

Exercise B

10h30 - 11h00 **TEA / COFFEE**

11h00 - 12h00

Section C: Measures of Central Tendency and Location

Using formulae to calculate:
Mean; Median; Mode
Lower Quartile; Upper Quartile
10th Percentile; 90th Percentile
Minimum; Maximum
Company weighted vs. Incumbent weighted Average
Survey weighted Average

Using Data Analysis Descriptive Statistics

Exercise C

12h00 - 13h00

Section D: Measures of Variability

Using formulae to calculate:

Range

Interquartile range

Standard deviation - population and sample

Z-scores

2 and 3 sigma boundaries

Exercise D

13h00 - 14h00 **LUNCH**

14h00 - 15h00

**Section E: Organizing, Grouping and Displaying Data
Shapes of Distributions**

Sorting data

Grouping data into suitable intervals

Creating a distribution table and graph using the Data Analysis, Histogram function

Converting the column distribution graph to a smoothed line distribution graph

Measuring the skewness and kurtosis of the data

Examining and measuring the shapes of different distributions

Exercise E

15h00 - 15h15 **TEA / COFFEE**

15h15 – 16h15

Section F: Regression Analysis

Carrying out linear regression using:

A scattergram and linear trend line

Add in Regression Analysis function

Carrying out exponential regression using:

A scattergram and exponential trend line

Carrying out multi-linear regression using:

Add in Regression Analysis function

Adding pay scales and market data to the scattergram

Exercise F

16h15

CLOSE

More about the facilitator:

Dianne Auld

- Dianne was born and educated in Zimbabwe, where she obtained a B Sc Psychology Hons degree. She then spent a year in Malawi, where she taught English and Mathematics at a secondary school, before moving to South Africa.
- In South Africa, Dianne first worked for Richards Bay Minerals as an HR Officer, then for Unilever in Durban, for 5 years as Remuneration Manager and for two years as a Systems Analyst responsible for the integration of HR systems. From Durban she and her family moved to Cape Town, where Dianne worked for Old Mutual for 7 years as a Remuneration Consultant.
- In 1999 Dianne started up her own consulting practice – Auld Compensation Consulting. She currently consults on all aspects of reward to a wide range of corporate clients, and runs a number of remuneration training workshops. She also works part time (3 mornings a week) for Pick n Pay, where she advises on group remuneration policy and practices.
- In 2007 Dianne, in partnership with Remchannel, designed REMeasure, an internet based job evaluation system, which was launched in April 2008.
- Dianne is a faculty member with Worldatwork and a reviewer for the Worldatwork journal. She completed her Global Remuneration Professional (GRP) certification in 2006, her Certified Compensation Professional (CCP) qualification in 2010, and is an accredited trainer for the Worldatwork GRP courses, run through the South African Reward Association (SARA). Dianne is on the committee of the Western Cape branch of SARA.
- Dianne has published many articles on remuneration in HR journals, a chapter on remuneration in “Managing Industrial Relations in South Africa”, and a series of fact sheets on remuneration for IPM. She has been publishing a weekly column in the Worldatwork Compensation Newsletter since November 2008. Dianne developed and presented a webinar for Worldatwork on Regression Analysis using Excel in 2009.

www.sara.co.za

Tel: (011) 789-1384

Fax: 011 789 1385