

# Global Remuneration Professional Certification Seminars 2011

Johannesburg \* Cape Town



In today's changing business environment, the power of knowledge is at a premium. To stand out in your profession, you must have a firm foundation of understanding. WorldatWork Society certification provides the knowledge foundation you need to confidently perform at your best. Remain on the leading edge of your profession and join an elite society of certified professionals. Recognized globally, WorldatWork Society of Certified Professionals® administers the exams required for you to attain the prestigious Global Remuneration Professional (GRP®), signifying commitment, professionalism and belonging to the foremost community of colleagues in your field. The highly respected designation can be found worldwide. SARA Members agree there are many benefits to obtaining a WorldatWork Society designation including:

- Knowledge and skills
- Practical applications
- Credibility
- Marketability
- Career development & advancement
- Currency
- Networking

Exposure to other areas of human resources

## **JOHANNESBURG**

Venue: House of Pharaohs, 1 Gaunt Road, Bryanston Ext. 5, 2021

<u>Date</u>	<u>GRP</u>	<u>Module</u>
7 – 9 March 2011	GR1	Total Remuneration Management
10 – 12 March 2011	GR2	Quantitative Methods
30 May – 1 June 2011	GR3	Job Analysis and Job Evaluation
2 – 4 June 2011	GR4	Base Pay Management
5 - 7 September 2011	GR6	Variable Pay
8 - 10 September 2011	GR17	Market Pricing: Conducting a Competitive Pay Analysis
31 Oct – 2 Nov 2011	GR7	International Total Remuneration
3 - 5 November 2011	GR9	Strategic Communications in Total Rewards

## **CAPE TOWN**

New Venue: Old Mutual House, 33 Klaassens Road, Constantia, Cape Town, 7806

<u>Date</u>	<u>GRP</u>	<u>Module</u>
14 - 16 March 2011	GR1	Total Remuneration Management
17 - 19 March 2011	GR2	Quantitative Methods
6 - 8 June 2011	GR3	Job Analysis and Job Evaluation
9 - 11 June 2011	GR4	Base Pay Management
12 - 14 September 2011	GR6	Variable Pay
15 - 17 September 2011	GR17	Market Pricing: Conducting a Competitive Pay Analysis
7 - 9 Nov 2011	GR7	International Total Remuneration
10 - 12 November 2011	GR9	Strategic Communications in Total Rewards

# GRP Course Outline 2011

## GR1

### Total Remuneration Management

This basic course is the first in the GRP certification course sequence. You'll receive an introduction to total remuneration management with emphasis on the development of a total remuneration strategy, a concept that outlines the basic skills, knowledge and tools required by today's HR professional.

## GR2

### Quantitative Methods

This basic course focuses on general quantitative concepts. You'll examine basic statistical tools, the mathematics of remuneration design and administration, along with mathematical modelling and regression analysis. You'll also learn to consider data from numerous sources, as well as, various techniques for problem solving and decision making.

## GR3

### Job Analysis and Job Evaluation

This basic course presents the fundamentals of job analysis and documentation with a focus on job descriptions. You'll cover various methods of job evaluation, including quantitative and market-based approaches. Exercises help you see how the methods outlined in the course can be put into practice in your organisation.

## GR4

### Base Pay Management

This intermediate-level course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base pay programme. Exercises will show you how to resolve differences between the internal worth for a job and market data for the same job, helping you design a pay programme that is competitive, while supporting your organisation's remuneration strategy.

## GR6

### Variable Pay

This intermediate-level course presents the fundamentals of variable pay incentives. You'll review remuneration strategy and variable pay, definitions and distinguishing factors, managing for performance, as well as, the design and implementation of a variable pay programme.

## GR7

### International Total Remuneration

This course offers an overview of the role of total remuneration within global organisations. You'll examine remuneration practices in various countries and regions of the world, a discussion of local-national and expatriate pay strategies, and analyse the differing impacts of government on remuneration practices around the world. You'll also review the role of remuneration within the overall global management of human resources.

## GR9

### Strategic Communication in Total Rewards

This course provides an introduction to strategic communication, focusing on total rewards communication. It begins by establishing the purpose and value of strategic communication along with discussing how behaviours can be influenced by communications. In addition, an eight-step process is detailed providing guidance for creating an effective and efficient communication campaign. Case studies provide participants an opportunity to apply the eight-step process. Furthermore, specific communications related to each of the total rewards elements are highlighted, as are suggestions for communicating special situations, such as a merger or acquisition.

## GR17

### Market Pricing:

#### Conducting a Competitive Pay Analysis

This course will provide a consistent and effective methodology for market-pricing benchmark jobs within an organization. Participants will have an opportunity to develop their data utilization skills through classroom practicum exercises. Review common compensation strategies, base pay structure design, and the establishment and use of a job worth hierarchy.

### South African Reward Association (SARA)

Telephone: (011) 789 1384

Fax: (011) 789-1385

E-Mail: [sara@vdw.co.za](mailto:sara@vdw.co.za)

Website: [www.sara.co.za](http://www.sara.co.za)