

Global Remuneration Professional Certification Seminars 2012

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>
5 – 7 March 2012	GR1	Total Remuneration Management
8 – 10 March 2012	GR2	Quantitative Methods
28 – 30 May 2012	GR3	Job Analysis and Job Evaluation
31 May – 2 June 2012	GR4	Base Pay Management
3 - 5 September 2012	GR6	Variable Pay
6 - 8 September 2012	GR17	Market Pricing: Conducting a Competitive Pay Analysis
15 – 17 October 2012	GR7	International Total Remuneration
18 - 20 October 2012	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>
27 – 29 February 2012	GR1	Total Remuneration Management
1 - 3 March 2012	GR2	Quantitative Methods
18 - 20 June 2012	GR3	Job Analysis and Job Evaluation
21 - 23 June 2012	GR4	Base Pay Management
27 – 29 August 2012	GR6	Variable Pay
30 Aug – 1 Sept 2012	GR17	Market Pricing: Conducting a Competitive Pay Analysis
20 - 24 October 2012	GR7	International Total Remuneration
25 - 27 October 2012	GR9	Strategic Communications in Total Rewards

GRP Course Outline 2012

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.

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