



Successful Strategic Plan for Employee Compensation and Benefits

A meaningful C&B strategy that helps motivate staff to go the “extra mile” is essential for organisation success.

This workshop will equip participants with knowledge and field-proven techniques to design a compensation system that helps align staff performance with corporate business strategies and advocate the “pay-for-extra” culture.

Outlines

- ✓ Definition of compensation
- ✓ Common types of compensation, benefits and non-financial rewards in the market
- ✓ Aligning compensation strategies with business directives and corporate values
- ✓ 5 factors to consider when developing compensation strategies
- ✓ Introduction to strategic compensation management
- ✓ Writing effective job descriptions for various positions
- ✓ Conducting job evaluation step-by-step
- ✓ Developing grade & salary structure
- ✓ Analysing market pay trend data
- ✓ How economic trend influences compensation design
- ✓ Designing long-term and short-term incentive schemes
- ✓ Linking the incentive scheme with performance measurement results



Speaker

Mr Wilson Chu Principal Consultant, HMI Consulting

ENROLMENT FORM

Enquiry: Ms Icey Lau

Tel: (852) 2837 3830

Email: learning@hkihrm.org



香港人力資源管理學會
Hong Kong Institute of Human Resource Management

Successful Strategic Plan for Employee Compensation and Benefits

CPD: 7 hours

Date & Time: **8 February 2023 (Wed)**

Time: **09:30 – 17:30**

Language: **Cantonese (with English materials)**

Venue: **HKIHRM, Units 1810-15, 18/F, Millennium City 2, 378 Kwun Tong Road, Kwun Tong
(3-minute walk from Ngau Tau Kok MTR station exit A)**

Participant

Fee: **Member HK\$2,000**

Non-Member HK\$2,800

HKIHRM e-voucher* (HK\$100)

HKIHRM e-voucher* (HK\$450)

Company: _____

Membership No: (if any) _____

Name: Mr/Ms _____

Job Title: _____

Email: _____

Contact No: _____

* Only one HKIHRM e-voucher is accepted on each enrolment.

A. Payment Method

• **Cheque / Bank Transfer / FPS / AlipayHK / Octopus:** For details, please refer to <https://bit.ly/3A5G2Jw>

• **Credit Card:** Please complete the authorisation form below:

Credit Card Type:	VISA / Mastercard / American Express	Expiry Date (MM/YY):	
Card Number:		Amount (HK\$):	
Name of Card Holder:		Signature:	

B. Cancellation Policy

- HKIHRM reserves the rights to replace the speaker and/or cancel or alter, content, timing, and venue of the event, as well as to reject any enrolment for whatever reasons at any point in time.
- All participation fees are non-transferable and no refund will be granted on cancellation for any reasons. Also, no-shows will incur the full cost of enrolment.
- For Adverse Weather Arrangements, please refer to [HKIHRM website](https://www.hkihrm.org).
- If the event is cancelled due to any unforeseen circumstances such as bad weather or natural disaster, the HKIHRM is not responsible for any expenses incurred by the registrant. Notice of the reschedule arrangement will be sent out within a week.

C. Disclaimer

The information presented by the speaker(s) does not represent the views or opinions of the Hong Kong Institute of Human Resource Management (HKIHRM), nor constitute an endorsement by HKIHRM.

HKIHRM hereby disclaims any and all liability to any party for any direct, indirect, implied, punitive, special, incidental or other consequential damages arising directly or indirectly from any use of the information or advice provided by the speaker(s).

D. Personal Data Collection Statement

1. Applicants' personal data is collected and kept for processing the application for course enrolment, admission, academic and related administration purposes. The data provided will be handled in accordance with the provisions of the Personal Data (Privacy) Ordinance of the HKSAR.
2. The personal data provided in this form will be used by the Institute for direct marketing activities, including but not limited to the promotion (e.g. special offers and discounts) for HKIHRM events, activities, training programmes, awards, survey and other services that it may deploy. If you do not wish to receive such information as stated, please indicate your objection by ticking the box.

I have read, understood and agreed to all details of the above terms and conditions.

Signature of Participant: _____

Date: _____