

Job Analysis, Job Description and Salary Structure

AVAILABLE FOR OFFLINE & ONLINE OVERVIEW

Base salary structures are management tools designed for compensation program administration. Ideally, a salary structure will provide management with guidance to provide compensation that is internally equitable, externally competitive, and cost effective. Pay structures typically group jobs of equal internal value or worth into grades.

This course discusses the importance of the design, implementation, and administration of fair and equitable pay structures. We will examine different approaches to pay delivery using market-competitive pay.

OBJECTIVE

- Understanding the fundamental of salary structure and its working.
- Defining and aligning the compensation philosophy with the business.
- Evaluating the job and create the job hierarchy .
- Creating and composing the salary ranges and structure that are competitive at marketplace.
- Exploring technical considerations for salary structure design .
- Developing pay structure and determine the minimum pay range.
- Understanding the business case, gathering and validation.
- Establishing off the compensation philosophy and align to the business



If you have any enquiries,
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