

## MERCER COLLEGE

# 3P COMPENSATION MANAGEMENT

Learn to leverage compensation to support your organization's business strategy, mission and objectives!

3P is a powerful and highly effective tool for managing compensation. At this workshop, you will learn how to develop a compensation policy that delivers the greatest value to the employee at the lowest cost to the company, establish internally equitable and externally competitive grading and salary structures, introduce competency and market-based pay, and implement incentives that motivate staff to achieve outstanding results.

### TOPICS COVERED

#### Compensation Policy Development

- Create a philosophy for pay.
- Analyze current practices versus desired objectives.
- Relate internal policies to external market.
- Establish guidelines for equality, competitiveness, and motivation.

#### Pay for Position

- Develop an equitable grading structure.
- Create a reference salary structure.
- Leverage compensation costs with market survey information.

#### Pay for Person

- Determine competency requirements and employee capabilities.
- Pay individuals based on their competency match with the position.
- Identify and pay market premium for competencies in short supply in the market.

#### Pay for Performance

- Design annual bonus and incentives plans that motivate staff.
- Shift from merit salary increases to variable pay.
- Create long-term reward plans — stock options, deferred compensation, and phantom share plans.

#### PROGRAM DETAILS

Date:  
September 10–11, 2014

Registration deadline:  
September 3, 2014

Time:  
9:00 am to 5:00 pm

Venue:  
Hotel Mulia Senayan Jakarta,  
Jl. Asia Afrika 8,  
Jakarta 10270

Fees:  
RP 7,268,000 + 10% VAT

For more details, please  
contact us at:  
[mercercollege.asean@mercer.com](mailto:mercercollege.asean@mercer.com).

## BENEFITS TO PARTICIPANTS

- Use this powerful and highly effective tool for managing compensation.
- Develop a compensation policy that delivers the greatest value to the employee at the lowest cost to the company.
- Establish internally equitable and externally competitive grading and salary structures.
- Introduce competency and market-based pay.
- Implement incentives that motivate staff to achieve outstanding results.

## TARGET PARTICIPANTS

HR professionals, HR managers, and line managers who are actively involved in the development and implementation of compensation policies and practices

## FACILITATOR



Shuchi Tyagi joined Mercer as a Consultant in Human Capital, based in Singapore. She is involved in all areas of the Human Capital practice, including broad-based rewards management, executive remuneration, and talent management.

Shuchi has five years' diverse line and consulting experience spanning development and implementation of business and human capital strategy. At Mercer, Shuchi's consulting experience spans rewards, talent management, and manpower studies. She is experienced in job evaluation, benchmarking, and salary structure design across both public and private sector organizations. Some of her recent projects include global compensation benchmarking for a company across 16 countries, and job evaluation, market benchmarking, and salary structure design for statutory boards and public sector organizations in Singapore. Shuchi has also worked in the area of competency design and development, and career paths frameworks, learning roadmaps across both public and private sector organizations.

Prior to working with Mercer, Shuchi specialized in strategy and business consulting and has worked with clients in the areas of market entry and growth strategy. She set up the business operations for a client and managed operations for the entire business under the direct supervision of the business owner, covering product design, pricing, sales, and marketing strategy. Shuchi started her career with a multinational HR consulting firm where she worked extensively on compensation surveys.

Shuchi has a Bachelor of Engineering (chemical) from the University of Mumbai in India. She earned her Master of Business Management from NMIMS, Mumbai.

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## PARTICIPANT DETAILS

Program name 3P COMPENSATION MANAGEMENT

Program location \_\_\_\_\_ Scheduled date(s)\* \_\_\_\_\_

Title  Dr.  Mr.  Mrs.  Ms.

Full name \_\_\_\_\_

Position \_\_\_\_\_

Organization (registered trading name) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Postal code \_\_\_\_\_

Telephone \_\_\_\_\_ Facsimile \_\_\_\_\_

Email address \_\_\_\_\_

Industry \_\_\_\_\_

Would you like to be included in the participants' contact list?  Yes  No

Special dietary requirements \_\_\_\_\_

### Billing details (if different from participant details)

Title  Dr.  Mr.  Mrs.  Ms.

Full name \_\_\_\_\_

Position \_\_\_\_\_

Organization (registered trading name) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Postal code \_\_\_\_\_

Telephone \_\_\_\_\_ Facsimile \_\_\_\_\_

### \*Please read — confirmation and cancellation policy

Your registration is subject to acceptance by Mercer. You will receive confirmation of acceptance (or rejection) and further details close to the scheduled workshop date. Confirmation of the workshop proceeding is dependent on enrollments. The workshop fees cover tuition, documentation, lunches, and refreshments. Participants are responsible for their own travel, accommodation, and out-of-pocket expenses. Cancellations should be sent in writing to your Mercer College Coordinator. Cancellations received more than 30 days prior to the scheduled workshop date will be refunded in full. Cancellations received 30 days or less in advance of the workshop date will not be refunded but it may be possible to reschedule to a later date (restrictions may apply). You may nominate a substitute to take your place at any time before the start of the workshop. No-shows on the day of the workshop will not be refunded.

 I have read and understood the cancellation policy.\_\_\_\_\_  
Sign here (for and on behalf of the organization registering)

Mercer reserves the right to change or cancel any part of its published workshop due to unforeseen circumstances and to determine the suitability of any registrant to attend the workshop. Payment must be received in full before the start of the workshop. Please note that we reserve the right to refuse admission to the workshop if proof of payment has not been received. An invoice will be sent upon receipt of a registration form.

### HOW TO REGISTER

By completing and returning this registration form, you are deemed to consent to the collection, use, and transfer of your personal information as described in Mercer's Privacy Statement. Please photocopy this form for additional program registrations.

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### CONTACT

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