

MERCER COLLEGE

3P PAY FOR POSITION — FIXED PAY

Is your organization's current pay structure competitive in attracting or retaining the right talent from the job market?

Fixed pay, viewed within the context of total rewards, is a vehicle to compensate and recognize the worth of a job. Fixed pay on the basis of compensation relates to the job and the job requirement. The importance of fixed pay cannot be neglected as it makes up a significant component of monetary rewards for a large employee population in any organization. In order for your organization to stay competitive and retain talent, managers need to ensure that fixed pay is externally competitive as well as internally equitable.

At this workshop, HR professionals will learn the components and fundamentals of creating a good base pay structure and the key considerations for a robust total rewards package for employees.

Mercer defines total rewards as a holistic value proposition that an organization provides to its employees. The components of this value proposition are remuneration, benefits, career development, and work lifestyle. The aspects of remuneration, benefits, and career development are often captured in the definitions of rewards used by organizations and their employees today. The incorporation of work lifestyle as a reward component represents a new way of thinking in some organizations, and reflects the ways that organizations deliver value to their employees beyond remuneration and benefits. The career and work lifestyle component can also significantly influence employee engagement and performance.

TOPICS COVERED

- What is base pay?
- What are the components of fixed pay?
- Other considerations of fixed pay:
 - Level/grades to determine internal equity.
 - Market data to determine external competitiveness.
- What are the fundamentals of a good base pay structure?
 - Design principles.
 - Internal equity, external competitiveness.
 - Administration and maintenance.
- Case study — develop a fixed base pay structure.

PROGRAM DETAILS

Dates:

Wednesday and Thursday
November 26–27, 2014

Registration deadline:

Thursday, November 20, 2014

Time:

9:00 am to 5:00 pm

Venue:

Four Seasons Hotel Jakarta
Jl. HR Rasuna Said
Jakarta Selatan 12920

Fees:

IDR 7,268,000 + 10% VAT

BENEFITS TO PARTICIPANTS

By attending this workshop, HR practitioners will be able to:

- Understand the importance of a base pay structure and the link to employees' total rewards.
- Learn different types of base pay structure and learn the best practices.
- Develop an equitable and competitive base pay structure.

TARGET PARTICIPANTS

HR professionals, compensation and benefits practitioners, and anyone who is interested in understanding the concepts and design of fixed pay and the components of a fixed base pay structure

FACILITATOR

Satya Radjasa



Satya Radjasa is a Principal Consultant and the Country Leader for Talent Consulting in Indonesia which have the responsibility in driving the Indonesian business in a profitable growth manner in all aspect within the Talent business.

Education:

- MBA degree from IPMI Business School in Jakarta, Indonesia.
- He is a regular speaker in various HR Summit in Indonesia and also an avid writer in organization and reward matters for his previous firm's web article publication.

Satya has a diverse working experience in particularly on the field of brand management, sales and HR in his previous tenure in various global FMCGs with his last role in the corporate world was the Head of Reward Expertise for one of the largest FMCG in the world and also part of the country HR leadership team.

Prior to joining Mercer, he was working for a global consulting firm where he was part of the team leadership committee and held the role of Practice leader whilst managing entry level to senior consultants in his practice. During his tenure in his previous firm, Satya has led various mid to large consulting projects ranging from HR transformation, reward strategy design and implementation, competency modelling, variable incentives, performance management and talent management among many others.

He has been actively working closely with senior management and C-suites level in his many previous projects.

The sectors where he has had experience include public sector, Oil & Gas, telecommunications, FMCG, manufacturing, petrochemical, family owned businesses and various state owned enterprises.

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PARTICIPANT DETAILS

Program name 3P PAY FOR POSITION — FIXED PAY

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? _____

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 enrolments. 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 Learning 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 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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