

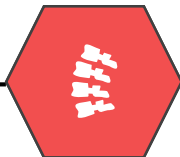
Curs Compensatii si Beneficii

Chisinau

26 si 27 Aprilie

Elementele pachetului de Reward

Inteleg terminologia specifica de Comp&Ben: REWARD TOTAL, Mix Salarial, Venit fix, Venit Total, Percentile, Mediana,, Beneficii flexibile, etc.



Metodologii de comparare a posturilor

Ce metodologii folosesc furnizorii de Studii Salariale si ce le diferentiaza?
Afla cum selectezi metodologia care se potriveste scopului tau.



Utilizarea eficienta a Studiilor Salariale

Descopera cum folosesti si integrezi datele din studiile salariale in politicile de compensatii!



Crearea unei Politici de Reward

Care sunt deciziile de business ce trebuie luate inaintea crearii unei politici. Te invatam sa creezi benzi si politici salariale.



Comunicarea politicii de Reward

Vom discuta despre Ce, Cand si Cum comunicati pentru succes.



Sesiune de consultanta

1 si 1/2 ore de discutie unu la unu cu trainerul



Humano

Humans behind numbers

We align Talent and Business Strategies.



Curs Comp & Ben

Motivatia angajatilor tine de Recompensarea Totala.

Cursul iti arata modalitatea in care creezi o Politica de Compensatii si Beneficii care sa genereze motivatie, sa atraga si sa retina talentul in organizatie. Acest curs va pune accent pe Recompensa financiara atat din punct de vedere tehnic cat si din punct de vedere al strategiei.

Recompensare Totala

- **Recompensarea Emotionala**

Vorbim aici despre Incredere. Increderea ca organizatia se indreapta intr-o directie promitatoare, ca liderii ei sunt capabili sa conduca organizatia in acea directie. Incredere ca exista un mediu colaborativ, suportiv si in care angajatii se pot dezvolta profesional existand si un echilibru satisfactor intre mediul profesional si cel personal.

- **Recompensarea Financiara**

Este despre modul in care recompensezi munca si performanta. Despre beneficiile pe care le oferi si valorile pe care le sustii.

Agenda cursului nostru

Elementele pachetului de Reward

Mix Salarial: Venit fix, Comision de vanzare, Indemnizatii, Bonus de performanta, etc. Vom invata definitiile, momentele si argumentele folosirii fiecarui element.

Metodologii de a Compara Posturile

Fiecare furnizor de Studii Salariale foloseste o metodologie de comparare diferita. Vom descoperi elementele de la baza celor mai cunoscute metodologii si cum sa o alegi pe cea mai valida, in functie de scopul tau..

Studii Salariale

Agregatele statistice folosite de studii: Mediana, cuartila inferioara si superioara, decila inferioara si superioara. Ce ne spune media. Modul de calcul al agregatelor si cum le integram in politica noastra salariala.

Plata Competitiva nu inseamna Plata Echitabila si invers.

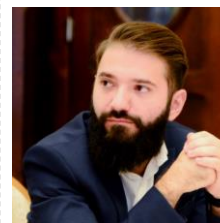
Crearea unei Politici Salariale

Analize preliminare de competitivitate si echitate. Competitivitate versus Echitabilitate. Principii de recompensare a muncii. Modul in care construim benzile salariale. Politica de beneficii intre aliniere si diferentiere fata de piata.

Comunicarea Politicii de Reward

Comunicarea este esentiala. Ce, Cand si Cum comunicii? Analizand etapa in care se afla organizatia, poti lua decizia asupra celui mai potrivit grad de transparenta.

Formatorul nostru



Razvan Radu

Formator certificat, cu experienta relevanta de consultant in zona de Reward din 2015, intru-una din cele mai cunoscute companii de Consultanta in Resurse Umane la nivel international.

Pentru CV detaliat viziteaza profilul sau LinkedIn:

<https://www.linkedin.com/in/razvanraduro/>

Investitie:

350 euro/participant

Pentru grupuri de 2 sau mai multi angajati oferim bucurosi un discount de 10%.

Pretul include

- 2 zile de curs
- Cafea
- 2 pranzuri
- Materiale
- 1 si 1/2 ore de consultanta unu la unu dupa curs

Contacteaza-ne

Romania & Moldova

+40 720 27 11 27

contact@humano.ro

Viziteaza site-ul nostru:

www.humano.ro

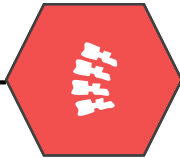
Compensation and Benefit Course

Chisinau

26 and 27 of April

Reward Elements

You will be able to make sense of specific terminology like: TOTAL REWARD Base Salary, Total Cash, Total, Total Remuneration, Median, Percentile etc.



Job Comparison Methodologies

You will understand the main differences between the job comparison methodologies used by Salary Survey suppliers.



Efficient use of Salary Survey

You will be able to better use Salary Survey data.



How to create Comp & Ben Policy

Find out what to do businesswise, previously to creating your policy! Learn the basics of creating salary grids and policies!



Communication of Reward

Know what, when and how to communicate.



Follow-up session

1 ½ hours of one to one discussion with the trainer.



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Comp & Ben Course

Engagement is about Total Reward.

This course is about how to create your Compensation and Benefits Policy in order to foster engagement, attract and retain talent. The course will put an emphasis on Financial Reward both on technical and strategy design.

Total Reward

- **Emotional Reward**

It is all about Trust. Trust that the company is on the right track, trust that leaders are able to lead the company in this direction. Trust that our colleagues are collaborative and the environment is supportive. Trust that inside the company employees have a chance of developing professionally along with a satisfying work/life balance.

- **Financial Reward**

It is about how your company financially rewards work and performance. It is about what benefits you offer to encourage your values and the welfare of your employees.

Our detailed agenda

Reward Elements

The Reward Mix: Annual Fixed Cash, Sales, Commission, Allowances, Performance Incentives, etc. We'll study their definitions and the rationales of using them.

Job Comparison Methodologies

Every Salary Survey supplier uses a different Job Comparison Methodology. Let's learn which are the most common and which suits your purpose best!

Salary Surveys

Statistics used by salary surveys: Median, upper & lower quartile, upper & lower decile. What does the average say? How are these values calculated and how to integrate them in your policy?

Competitive pay doesn't also mean equitable pay and vice versa.

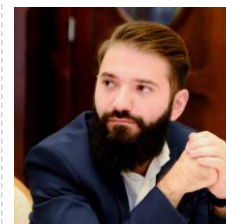
Comp & Ben Policy Creation

External and internal analysis. Competitive versus Equitable Pay. Principles on which your company decides to reward work. How to create salary grids. Benefit policy, align or differentiate?

Reward Communication

Communication is essential. What, when and how to communicate is crucial. Depending on the stage your company is at, you will decide the degree of transparency.

Our trainer



Razvan Radu

Certified and experienced trainer, with a 3 year background as a Reward consultant in one of the most famous worldwide HR Advisory Company.

For a detailed CV please visit his LinkedIn profile:

<https://www.linkedin.com/in/razvanraduro/>

Investment:

350 euro/participant

If you enroll 2 or more participants we are glad to offer a 10% discount.

Price includes

- 2 days of training
- Coffee break in both days
- Lunch in both days
- Materials
- 1 and 1/2 hours of follow up one to one discussion

Contact Us

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contact@humano.ro

Visit us on the web:

www.humano.ro