Mercer Learning 2022 Malaysia virtual workshops

Companies today are constantly challenged to meet aggressive business goals and HR's role in driving success is more important than ever. At Mercer Learning, we offer a suite of learning solutions intended to introduce and steer HR professionals through a learning pathway that will build technical skills, behaviors and improve confidence. Designed to meet your organization's strategic needs, Mercer Learning combines proven methodologies with the world's best HR intellectual capital, to deliver programmes that are organizational growth enabler and provide your HR team with a structured and incremental learning that creates a direct impact on both individual and organizational performance.

Fundamentals of compensation and rewards analytics using excel

In today's competitive and volatile business environment, the Human Resource function is called upon to make accurate and competitive total rewards decisions based on sound analysis and interpretation of available information. The understanding and analysis of market trends are critical to effective benchmarking, thereby allowing organizations to attract and retain the best talent pool available. Companies are competing with one another to offer innovative compensation package to attract key talent, but these programs can be costly if implemented and designed incorrectly.

This workshop will provide you with an all-round understanding of compensation and strategy and offer guidance for practical execution and management in your organization. And learn skills to manage data efficiently using Excel, from HR data analysis to day to day reports, tools and application.

What the workshop will cover:

- Context of compensation philosophy, strategy and rewards elements.
- Effective ways to exercise different approaches for compensation management including remuneration surveys.
- Application of benchmarking results in pay structure design, pay progression and managing the pay review.
- Guide to implementation of rewards program.
- Excel skills to manage HR data efficiently.
- Compiling and analyzing compensation data from multiple resources.
- Create, design and format excel spreadsheet for reporting and forecasting.
- Case study

What you will learn:

- Keep up with market changes to design attractive pay packages.
- Enhance your knowledge and understanding of various survey reports and their applications.
- Apply and leverage survey results to your compensation planning.
- Utilize survey data to manage talent through benchmarking.
- Learn Excel skills to manage HR data efficiently.
- Learn how to make the best use of important formulas.
- Using Excel for data analysis.Using Excel for data analysis.

Workshop details

Registration fee

MYR 2,145 + 6% SST

Workshop dates

(Select from these available dates)
March 15, 16
May 17, 18
August 16, 17
November 23, 24

Contact us

To learn more about Mercer's virtual workshops, fees, registration process, please visit our website.

Confirmation of the workshop proceeding is dependent on the total number of registrants. Mercer reserves the right to change or cancel any part of its workshop.

Job evaluation: Mercer international position evaluation methodology

Job evaluation is an important and critical exercise for organizations as it helps cascade overall strategic plans into company roles and responsibilities. A job evaluation exercise ensures synthesis of functional objectives into "areas of responsibility" that is understood down the line and captures the essence of the function. Likewise, job evaluation is critical when establishing a benchmark for compensation comparison.
Organizations today are establishing best-practices by utilizing position evaluation for:

- Identifying organizational issues and determining the need for restructuring;

- Developing an objective reference to solve job titling issues;
- Creating a starting point for position/person profiles;
- Establishing a reliable base for an equitable salary structure.

By attending this workshop, human resource professionals will leave with the requisite skills, nuances and applications to be an internal position evaluator.

What the workshop will cover:

- Why and how to conduct job evaluation
- Alternative approaches to documenting roles
- Methods used for job evaluation and position matching
- Importance of role clarification
- How job evaluation results can be used in HR decisions
- How job evaluations link to pay outcomes

What you will learn:

- The differences between a role and a job
- The steps to job evaluation
- Job evaluation methods and position matching
- The relative worth of jobs and their fit in the hierarchy
- How to use job evaluation results for benchmarking compensation and benefits practices

Workshop details

Registration fee

MYR 2,145 + 6% SST

Workshop dates

(Select from these available dates)
March 8, 9
May 10, 11
August 9, 10
November 16, 17

Virtual workshops will run from 9:00am - 1:00pm

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Competency model design and utilizing assessment tools effectively

With the focus on growing businesses, the awareness of what competencies are and what they are used for is more important than ever. This interactive workshop teaches Line and HR Managers the knowledge of how to build and validate a competency model to enable them to understand how competencies are integrated into HR programs and career paths. Participants will learn how to identify competency themes and write competencies, and how to be an effective team member on a competency design and/or implementation project.

What the workshop will cover:

- The business case for competencies
- What are competencies?
- Types and examples of competencies
- Typical competency model components
- Identifying the competencies
- Developing the competency indicators
- Lessons learnt in competency model development
- A comprehensive approach to competency design
- Typical competency design process
- Talent assessment tools and trends

What you will learn:

- Awareness of what competencies are and what they are used for
- Knowledge of how to build and validate a competency model
- Ability to identify competency themes and write competencies
- Understanding how competencies are integrated into HR programs and career paths
- Ability to be an effective team member on a competency design and/or implementation project
- Determine why assessment tools are important and what they measure
- Understand the different methods of assessment and when to use them
- Gain an understanding of other trends in assessment
- Understand how to interpret results and consequences of contradictive results

Workshop details

Registration fee

MYR 2,145 + 6% SST

Workshop dates

(Select from these available dates)
February 8, 9
June 14, 15
September 27, 28
October 18, 19

Virtual workshops will run from 9:00am - 1:00pm

Contact us

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