

Mercer Learning 2024 Malaysia Workshops



Workshop 1

Job Evaluation: Mercer International Position Evaluation (IPE) Methodology

In today's business landscape, organizations are adopting best practices by utilizing position evaluation to:

- **Identify Organizational Issues:** Job evaluation helps identify organizational challenges and determines the need for restructuring
- **Solve Job Titling Issues:** By providing an objective reference, job evaluation helps address job titling concerns and ensures clarity in role definitions.
- **Create Position/Person Profiles:** Job evaluation serves as a starting point for developing comprehensive position and person profiles.
- **Establish an Equitable Salary Structure:** A reliable base for an equitable salary structure is established through job evaluation, ensuring fair compensation practices.

By attending this workshop, human resource professionals will gain the necessary skills, insights, and practical applications to become proficient internal position evaluators.

Workshop Details

Registration Fee

[Online](#)

MYR 2,200 + 8% SST

[Physical](#)

MYR 2,800 + 8% SST

(Location: To Be Decided)

Workshop Dates

- May 14 & 15 ([online](#))
- Aug 13 & 14 ([online](#))
- Nov 19 ([physical](#))

Online workshop will run from 9:00AM – 1:00PM (GMT+8) for two (2) days;

Physical workshop will run from 9:00AM – 5:00PM (GMT+8) for one (1) day only.

To learn more about Mercer Learning workshops, please visit our website [here](#)

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



What the workshop will cover:

- **Why and How to Conduct Job Evaluation:** Understand the importance of job evaluation and learn the step-by-step process for conducting effective evaluations.
- **Methods for Job Evaluation and Position Matching:** Learn about various job evaluation methods and how to match positions accurately.
- **Importance of Role Clarification:** Discover the significance of role clarification in job evaluation and its impact on organizational effectiveness.
- **Utilizing Job Evaluation Results in HR Decisions:** Understand how job evaluation results can be utilized in making informed HR decisions.
- **Linking Job Evaluations to Pay Outcomes:** Explore the connection between job evaluations and compensation outcomes, and how to use evaluation results for benchmarking practices.



What you will learn:

- Understand the distinction between roles and jobs and their respective significance in job evaluation.
- Gain a comprehensive understanding of the step-by-step process involved in conducting job evaluations.
- Familiarize yourself with various job evaluation methods and learn how to accurately match positions.
- Understand how to determine the relative worth of different jobs and placement within an organizational hierarchy.
- Learn how to effectively utilize job evaluation results to benchmark compensation and benefits practices.

Workshop 2

Fundamentals of Compensation and Rewards Analytics Using Excel

In today's dynamic and competitive business landscape, the Human Resource function plays a crucial role in making accurate and competitive total rewards decisions. To attract and retain top talent, organizations must have a deep understanding of market trends and effectively benchmark their compensation packages. However, implementing and designing these programs incorrectly can be costly.

This comprehensive workshop is designed to provide you with a holistic understanding of compensation and strategy. It will guide you in executing and managing compensation programs effectively in your organization. Additionally, you will learn valuable Excel skills to efficiently manage HR data, from analysis to day-to-day reporting and forecasting.

Workshop Details

Registration Fee

[Online](#)

MYR 2,200 + 8% SST

[Physical](#)

MYR 2,800 + 8% SST

(Location: To Be Decided)

Workshop Dates

- May 20 & 21 ([online](#))
- Aug 20 & 21 ([online](#))
- Nov 20 ([physical](#))

Online workshop will run from 9:00AM – 1:00PM (GMT+8) for two (2) days;

Physical workshop will run from 9:00AM – 5:00PM (GMT+8) for one (1) day only.

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What the workshop will cover:

- **Context of Compensation Philosophy, Strategy, and Rewards Elements:** Gain insights into the importance of compensation philosophy and understand the key elements of rewards programs.
- **Effective Approaches for Compensation Management:** Learn different approaches for managing compensation, including the utilization of remuneration surveys.
- **Application of Benchmarking Results:** Discover how to apply benchmarking results in designing pay structures, managing pay progression, and conducting pay reviews.
- **Guide to Rewards Program Implementation:** Learn best practices for implementing rewards programs in your organization.
- **Excel Skills for Efficient HR Data Management:** Acquire essential Excel skills to efficiently manage HR data, including compiling and analyzing compensation data from multiple sources.
- **Creating, Designing, and Formatting Excel Spreadsheets:** Learn how to create, design, and format Excel spreadsheets for reporting and forecasting purposes.
- **Case Study:** Apply your knowledge and skills to a real-world case study, allowing for practical application and deeper understanding.



What you will learn:

- Develop the ability to stay updated with market changes and design attractive pay packages to attract and retain top talent.
- Enhance your knowledge and understanding of various survey reports and their applications in compensation planning.
- Learn how to apply and leverage survey results to effectively benchmark compensation and manage talent.
- Master essential Excel skills to efficiently manage HR data, including important formulas and data analysis techniques.

Workshop 3

Competency Model Design and Utilizing Assessment Tools Effectively

Are you looking to grow your business and enhance your team's performance? In today's competitive landscape, understanding the power of competencies is more crucial than ever. That's why we're excited to offer an interactive workshop designed to equip Line and HR Managers with the knowledge and skills to build and validate a competency model.

Workshop Details

Registration Fee

[Online](#)

MYR 2,200 + 8% SST

[Physical](#)

MYR 2,800 + 8% SST

(Location: To Be Decided)

Workshop Dates

- May 28 & 29 ([online](#))
- Nov 21 ([physical](#))

Online workshop will run from 9:00AM – 1:00PM (GMT+8) for two (2) days;

Physical workshop will run from 9:00AM – 5:00PM (GMT+8) for one (1) day only.

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What the workshop will cover:

- **Methodology of Developing a Competency Framework:** Learn the steps and considerations involved in designing your own competency framework.
- **Application of the Competency Framework:** Understand how to use the established framework as a reference for various talent management practices.
- **Common Types of Assessments:** Identify different assessment options available in the market and the constructs they measure, as well as its use-cases.
- **Results Interpretation:** Discover key components to look for in a profiling report and probing questions to consider when engaging in dialogue sessions.



What you will learn:

- Developing competency framework in a structured manner, with a forward-looking approach taking into consideration its ability in shaping a competent and high performing workforce.
- Embedding competency framework into various talent management practices from recruitment, learning and development, career pathing, and more.
- Objectively evaluate relevant assessments required through a proper decision-making model while taking into account budget allocated by organization.
- Managing contradictory assessment results and best practices in giving feedback with a developmental focus.

Summary of Workshop Details

Registration Fee

Mode of Delivery	Fee
Online (Zoom Meeting)	MYR 2,200 + 8% SST
Physical	MYR 2,800 + 8% SST

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Competency Model Design and Utilizing Assessment Tools Effectively

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Notes

- **Online workshop** will run from 9:00AM – 1:00PM (GMT+8) on two (2) days;
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*Physical workshop will be held in Kuala Lumpur.
Further venue details will be shared closer to the date.

Contact us

If you have any further queries or are interested to conduct in-house group workshop sessions, please contact:

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