



Fundamental and critical issues for the reward professional  
Certification Preparation Courses and Exams

[ereward.co.uk](http://ereward.co.uk)

The online guide to reward management

# CERTIFICATION FOR REWARD PROFESSIONALS

## *Global Remuneration Professional (GRP®)*

E-reward.co.uk and WorldatWork are both globally recognised companies within the pay and compensation field. Now we've joined together to offer the WorldatWork Society of Certified Professionals' internationally recognised GRP qualification for reward professionals in the UK.

## Contents

Global Remuneration Professional (GRP) – Certification at a glance... 3

The benefits of GRP certification... 5

How to get certified... 7

Required exams – Course descriptions... 8

Contact information... 18

Booking... 19

## Certification Preparation Courses and Exams for Reward Professionals

GRP designation is earned by passing a series of eight required examinations:

- Total Rewards Management (GR1)
- Quantitative Methods (GR2)
- Job Analysis, Documentation and Evaluation (GR3)
- Base Pay Administration and Pay for Performance (GR4)
- Variable Pay – Improving Performance with Variable Pay (GR6)
- International Remuneration – An Overview of Global Rewards (GR7)
- Strategic Communication in Total Rewards (GR9)
- Market Pricing – Conducting a Competitive Pay Analysis (GR17)



**ENROL NOW!** Email: [courses@e-reward.co.uk](mailto:courses@e-reward.co.uk) Tel: 0161 432 2584 Online: [www.e-reward.co.uk](http://www.e-reward.co.uk)

# Global Remuneration Professional – Certification at a glance

E-reward.co.uk and WorldatWork have teamed up to offer WorldatWork's Society of Certified Professionals prestigious GRP qualification in the UK.

GRP designation is earned by passing a series of eight required examinations



3

- Certification – GRP qualification is earned by passing the required eight examinations.
- Duration – each of the eight modules takes 2½ days to complete: two-day classroom course followed by half-day exam.
- Course content – based on timely information, key trends and good practice in total reward.
- Classroom learning – face-to-face, instructor-led course with maximum of 20 attendees.
- Course materials – comprehensive manuals (spiral binders)
- Certification exams – consist of approximately 100 multiple-choice questions based on learned subject matter.
- Faculty – course instructors are highly experienced experts recruited from among leading practitioners, consultants and educators.
- Global designation – certification exams are uniform in all countries in which preparation courses are undertaken.
- Flexibility – requirements can be completed at your own pace; there is no time limit for completion of the required certification exams.

## Respected faculty

Our panel of distinguished instructors is recruited from the world's most respected and qualified active practitioners, consultants and educators. These highly experienced experts have dedicated their careers to the human resources and total reward profession. They provide you with the critical advantage of showing you how to apply the facts and theory to real-life business situations that affect your bottom line.

Choosing your educator is as important as choosing your education. When it comes to professional development, WorlDatWork leads the way in offering professional development in all areas of total rewards – compensation, benefits and work-life.

### What recently qualified GRPs are saying

*"Since I have attained my CCP, it has helped my CV, expanded my network of professional contacts, and increased my technical knowledge and useful application to my work. My company and I place a lot of value on this certification. As I have built the compensation team at ConAgra Foods, I have sought out professionals with their CCP or have made it a developmental priority for those who have not yet attained it. It has proven to be a great return on the investment, both dollars and effort!"*  
– Julie Griffin, CCP, PHR, Vice President, Compensation, ConAgra.

**BOOK NOW**

EMAIL: COURSES@  
E-REWARD.CO.UK

TEL: 0161 432 2584

WEB: WWW.E-REWARD.CO.UK

POST: 33 DENBY LANE  
HEATON CHAPEL  
STOCKPORT SK4 2RA

# The benefits of GRP certification

Don't depend on 'luck' as a business or a personal strategy . . .

**Make certification part of your professional development today!**

The economy has had a rough ride over the past few years and most of us have had to reassess what we need to do in order to plan for a successful reward career. And, however you want to look at it, **working harder and smarter** will be right up there at the top of the list.

Hard work certainly goes a long way and surviving in a competitive environment means **possessing a complete set of professional skills and qualifications**.

You need the right skills and certification that are recognised and advanced enough to keep you ahead of the competition. Nobody is giving these out for free – they take some work.

**The good news is you're never too old to learn**

Focusing on the value that you can offer to your organisation will always give results.

WorldatWork with e-reward.co.uk offer a globally recognised qualification that will help you advance your career. It will help you learn and explore your subject in depth.

**The Global Remuneration Professional (GRP) qualification** provides the knowledge foundation you need to constantly perform at your best. Add these letters to your business card or CV and you'll communicate your expertise, professionalism and belonging to the foremost community of colleagues in the field of reward.

GRP-qualified professionals talk about the many benefits to obtaining a designation including:

- Knowledge and skills
- Practical applications
- Credibility
- Marketability
- Career development and advancement
- Networking



## Superior content

E-reward.co.uk and WorlDatWork provide the flexibility, the qualification and the top-class teaching in total reward you need. Current practices and applicability drive the design of the certification programme.

Using emerging developments in the field and feedback from past participants, the programmes are continuously refined in response to the changes and challenges that impact each professional area.

Eight modules count towards the GRP qualification. The curriculum is presented across the world and covers the most important disciplines. Our faculty are all experienced practitioners who offer an exceptional learning experience.

### What recently qualified GRPs are saying

*"When we become certified, we become a stronger asset for our organisations. We give ourselves a great boost of confidence, whether it's at our current employer or as we seek new employment. Our certifications give us an edge that only knowledge and learning can give us. Becoming certified shows we accomplished something very important in our profession."*

– Dianna L. Smith, CCP, CBP, Director Benefits Planning, Nationwide Mutual Insurance Company.

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STOCKPORT SK4 2RA

# How to get certified

The GRP designation is earned by passing the required certification examinations, following a two-day classroom certification preparation course, administered through e-reward.co.uk and WorldatWork.

## How the courses are run

These courses are an essential way to build and grow your reward knowledge and confidence.

- Each classroom course will take place in central London and will start at 9am and finish at 5pm on both day one and day two, with an hour break for lunch. We will provide a light sandwich lunch and teas and coffee will be available.
- You will receive your detailed course materials on arrival for the first day of class.
- Our style of learning is very structured – you will be taught classroom style and be guided through what you need to know to achieve success.
- The highly interactive nature of the face-to-face tuition will provide you with the opportunity to discuss specific case-study examples with the tutor, as well as business examples drawn from the class.
- Small breakout groups will give you the opportunity to discuss practical issues and exchange tips with other students.
- A multiple-choice style exam will take place on the third and final morning between 9am and 12 noon. Each exam consists of approximately 100 multiple-choice questions. All our tutors are experts and know exactly what is expected from you in the exam.

## Master complex subjects at speed . . . or just take your time

You can decide to take one module every few months and gradually build towards your GRP designation or, take the fast-track approach and gain your qualification in a short time. The choice is yours.

## Recertification

Certification/recertification status and membership in the Certification Society are maintained by earning 12 credits every three years. Credits are earned through a wide variety of activities including:

- Conference attendance/participation
- Membership in professional organisations
- Leadership within the association
- Teaching/presenting/speaking
- Professional writing including articles, books and other print publications
- Projects completed on the job
- Additional WorldatWork course and seminar attendance, visit [www.worldatwork.org/education](http://www.worldatwork.org/education) for a complete list of class offerings.

## Required exams – Course descriptions

Today's companies know that being a truly global organisation – as opposed to international – offers a competitive advantage.

The Global Remuneration Professional (GRP) designation provides a foundation of knowledge spanning across borders. It supports remuneration professionals to excel around the world.

### Eight modules

The GRP is earned by passing a required battery of eight examinations following a two-day course:

- Total Rewards Management (GR1)
- Quantitative Methods (GR2)
- Job Analysis, Documentation and Evaluation (GR3)
- Base Pay Administration and Pay for Performance (GR4)
- Variable Pay – Improving Performance with Variable Pay (GR6)
- International Remuneration – An Overview of Global Rewards (GR7)
- Strategic Communication in Total Rewards (GR9)
- Market Pricing – Conducting a Competitive Pay Analysis (GR17)



### What recently qualified GRPs are saying

*"I have been a WorldatWork member since 1982. Years ago, you could get away with compensation and benefits to get the right employees. Now it's not enough. You need work-life, recognition and career opportunities to attract the best. The whole work-life curriculum was an eye-opener. I learned a lot, with respect to the important value to employees. Like my company, many organisations have a flexible workplace and a wellness programme. A lot of times if you're with one company, you get the one-company approach. Getting to know the entire body of knowledge with respect to work-life gives you the opportunity to re-think what you're already doing."*

– Leonard Comberiate, CCP, CBP, GRP, WL, Senior Director Benefits & Collectively Bargained Funds, The Great Atlantic & Pacific Tea Company.

# Total Rewards Management | GR1

## Components, Definitions and Strategy

### Course overview

- Gain an understanding of total rewards management
- Delve into the five elements of total rewards
- Understand the critical role of the main drivers – organisational culture, business strategy and human resources strategy
- Learn the process of designing a successful total rewards strategy

Learn what is required to formulate a rewards programme that has the power to attract, motivate and retain – total rewards. This basic-level course is designed to be the first course in the Global Remuneration Professional (GRP®) certification course sequence. Participants are introduced to the total rewards model and each of its components. Emphasis is given to the five elements of total rewards: compensation, benefits, work-life, performance and recognition, and development and career opportunities.

### Who should attend

This course is designed for professionals new to human resources, as well as HR generalists or line managers who want a basic overview of the components that can create an effective balance in employee rewards tools.

### What you will learn

#### Introduction to total rewards

- The evolution of rewards
- The total rewards model
- The total rewards approach
- The total rewards strategy

#### Compensation

- Elements of compensation
- Building a job worth hierarchy
- Components of a base pay structure
- Types of base pay
- Types of pay adjustments
- Variable pay

#### Benefits

- Elements of benefits
- Factors influencing benefits
- Income protection programmes
- Pay for time not worked programmes

#### Work-life

- The work-life professional
- The work-life portfolio

#### Performance and recognition

- Performance management
- Performance management process phases
- Recognition programmes

#### Development and career opportunities

- Conduct annual development and career opportunities discussion
- Learning opportunities
- Types of development and career opportunities

#### Total rewards – Putting it all together

- Revisiting the total rewards model
- Drivers of the total rewards strategy
- The total rewards strategy
- The total rewards design process
- Total rewards design considerations

# Quantitative Methods | GR2

## Understanding HR Statistics

### Course overview

- Learn basic quantitative concepts and the four levels of measurement
- Understand how to define and compare percents, market index and compa-ratios
- Study the time value of money – including compound interest and the compound salary growth rate
- Find out how to collect, analyse and accurately display statistical data
- Learn how to determine central tendency and measures of central location
- Discuss measures of variability
- Explore shapes of distribution
- Gain an understanding of modeling and regression analysis

This basic-level course focuses on general quantitative concepts, basic statistical tools, the mathematics of total compensation design and administration, mathematical modeling, and regression analysis. Participants learn to consider data from numerous sources, with an emphasis on problem solving and decision-making.

### Who should attend

This course is intended for those individuals who are relatively new to the field as well as experienced practitioners who seek a basic treatment for applying statistics in total compensation management. Participants will benefit most from this course if they are proficient in the concepts covered in course T1/GR1. It is assumed that participants have had no formal exposure to statistics, but have had a basic algebra course.

### What you will learn

#### Statistics – Data, information and levels of measurement

- Why HR professionals collect and use data
- Five key questions to ask about the variable of interest
- Levels of measurement

#### Percents and related issues

- Percents
- Individual compa-ratio
- Department compa-ratio
- Market index
- Percent difference
- Developing salary ranges
- Percents in benefits management

#### Time value of money

- Compound interest and compound salary growth rate
- Constant midpoint progression
- Annuity payments

#### Statistics – Collecting, organising, grouping and displaying data

- Populations and samples
- Frequency distributions
- Organise, group and display data

#### Statistics – Lying with statistics, graphs and displays

- Recognising distorted data
- Mistakes that distort data

#### Statistics – Measures of central tendency and/or location

- Measures of central tendency
- Measures of location
- Percentile bars

#### Measures of variability

- Range
- Interquartile range
- Standard deviation
- Z-scores

#### Statistics – Shapes of distributions

- Interpreting distributions
- Normal distribution

#### Regression analysis

- Regression models in an HR environment
- Developing a regression model
- Cautions in the interpretation of correlations
- Multiple regression

# Job Analysis, Documentation and Evaluation | GR3

## Matching the Right Methods to Your Organisation

### Course overview

- Review strategic concepts associated with job analysis, documentation and evaluation
- Learn how to approach job analysis planning and implementation
- Discuss job documentation and the necessary components and format for job descriptions
- Examine market-based and content-based job evaluations with a focus on quantitative and non-quantitative approaches
- Receive an introduction to the process of building a base pay structure

This basic-level course examines the methods and processes that support job analysis, job documentation and job evaluation. You'll cover various methods of job evaluation including quantitative and market-based approaches. Exercises help you see how the methods outlined in the course can be put into practice in your organisation.

### Who should attend

This course is designed for human resources professionals who understand the topics covered in WorldatWork course GR1. If you have several years of experience in this area, you'll find this course gives you a valuable review of standard practice and theory, along with an update on current trends in compensation.

### What you will learn

#### Strategic overview

- The total rewards model
- Building a base pay structure
- Terms and definitions

#### Job analysis

- Sources of job information
- Job analysis communication
- Possible sources of error

#### Job documentation

- Types of job documentation
- Job descriptions
- Job description format
- Job description preparation

#### Market-based job evaluation

- Market-based job evaluation
- Considerations in data collection

#### Non-quantitative job evaluation methods

- Job content evaluation methods
- Ranking method
- Classification method

#### Quantitative job evaluation methods

- Job content evaluation methods
- Compensable factors
- Job component method
- Point factor method
- Quantitative plan summary

#### Selection and implementation issues

- Selecting a job evaluation strategy
- Implementation issues

# Base Pay Administration and Pay for Performance | GR4

## Design a Fair and Competitive Plan

### Course overview

- Identify the relationship between an employee total rewards programme and an organisation's business strategy
- Discuss the design of base pay programme and necessary considerations
- Discover what it takes to implement and deliver base pay
- Study the key elements in costing base pay and other compensation programmes
- Gain an overview of merit pay systems, including development and utilisation
- Address the effectiveness and efficiency of pay programmes with monitoring and evaluation
- Discern how and when HR should be involved in mergers and acquisitions

This intermediate-level course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base pay programme. Exercises will show how to design a pay programme that is fair, competitive and supportive of an organisation's compensation strategy.

### Who should attend

This course is intended for emerging compensation practitioners with limited experience in developing pay structures. Attendees should be able to apply concepts and techniques covered in courses GR1, GR2 and GR3. Knowledge of basic mathematical concepts such as mean, median, weighted average, compa-ratio, percentiles and calculating percents is suggested, as well as an understanding of the concept of regression analysis.

### What you will learn

#### Role of base pay in total rewards

- The total rewards model
- The total rewards design process
- Introduction to base pay
- Job evaluation methods
- Job worth hierarchy

#### Designing base pay structures

- Base pay structure
- Building a base pay structure
- Pay structure design considerations
- Pay structure design
- Broadbands

#### Practical applications of base pay structure design

- Discussion exercise 1 – Market pricing approach
- Discussion exercise 2 – Point factor approach
- Discussion exercise 3 – Integrating market data into point factor

#### Base pay implementation and delivery

- Pay approaches
- Job-based pay
- Differentials
- Pay actions
- Communicating pay actions
- New hire pay rates

#### Pay for performance and salary budgeting

- Principles of merit pay programmes
- The base pay investment
- Merit increase guidelines
- Components of market-based salary budget

#### Administering and evaluating base pay programmes

- HR's role in administering and evaluating a base pay programme
- Monitoring pay levels
- Compression
- Maintaining pay structures
- Base pay programme review and audit

#### Mergers, acquisitions and base compensation

- HR involvement
- Key priorities
- Compensation plan
- Integrating compensation plans

# Variable Pay – Improving Performance with Variable Pay | GR6

## Designing for Results

### Course overview

- Learn about the three categories of variable pay
- Identify common business strategies and objectives for achieving them
- Examine internal and external factors
- Discuss the activities for designing the structure of the plan
- Find out aspects to consider in establishing target performance and payouts
- Learn about funding and distribution of plan earnings
- Discover how to implement, communicate and evaluate the success of your plan

This intermediate-level course presents the fundamentals of variable pay. The course focuses on compensation strategy and variable pay, definitions and the design and implementation of incentive, recognition and bonus plans.

### Who should attend

Course GR6 is designed for HR professionals responsible for designing, assessing or maintaining variable pay programmes.

### What you will learn

#### Total rewards and variable pay

- Elements of compensation
- Categories of variable pay

#### Supporting business objectives through variable pay

- Business strategy
- Business objectives drives business strategies
- Business lifecycle
- Variable pay supports business objectives

#### Types of variable pay

##### Incentive plans

- Short-term incentive plans
  - Profit-sharing plans
  - Performance-sharing plans
  - Individual performance-based plans
- Long-term incentive plans
  - Equity- and non equity-based plans

##### Bonus plans

- Referral
- Hiring (sign-on) bonus
- Retention (stay) bonus
- Project completion bonus

##### Recognition plans

- Spot awards
- Managerial recognition
- Nominations
- Organisation-wide recognition

#### Developing a variable pay plan: Phases 1 and 2

##### Phase 1: Pre-design

- Considering internal and external factors
- Obtaining management support
- Identifying the design team

##### Phase 2: Design

- Determining plan objectives and plan type
- Defining eligibility
- Selecting performance measures

#### Developing a variable pay plan: Phase 3

- Phase 3: Funding and distribution
  - Determining performance targets and payouts
  - Funding the plan
  - Distributing plan earnings
- Final approval

#### Implementation and evaluation

- Plan implementation
  - Selecting the implementation team
  - Developing the communication plan
  - Introducing the plan
  - Coordinating plan administration
- Plan evaluation
  - Determining plan effectiveness
  - Why plans fail
  - Potential evaluation Outcomes

# International Remuneration – An Overview of Global Rewards | GR7

## Total Remuneration Within Global Organisations

### Course overview

- Examine why companies globalise and the impact of it
- Identify cultural issues and influences that affect the design and delivery of global rewards
- Discover primary similarities and differences when developing a compensation/remuneration strategy
- Gain an overview of benefits in different regions that may serve as a starting point for developing a global benefits strategy
- Explore work-life, performance & recognition, and development & career opportunities and their effect on attraction, motivation and retention throughout the world
- Learn approaches and issues associated with managing international assignments
- Discuss emerging marketing trends and the future of global rewards

This basic-level course offers an overview of total remuneration and its role within global organisations. It includes summaries of national remuneration practices in various countries and regions of the world, a discussion of expatriate pay strategies, an analysis of the differing influence of governments on remuneration practices and the role of remuneration within the overall global management of human resources.

### Who should attend

This course is recommended for HR generalists and specialists from all functions seeking a broad understanding of total remuneration policy and practices around the world. It serves as an overview of global practices in total remuneration. It also serves as an introduction to global strategy.

### What you will learn

#### Globalisation, remuneration and total rewards

- Globalisation
- The global business environment
- Total remuneration

#### Influences on reward systems

- Influences on total rewards
- The impact of culture
- Other influences
- Rewards planning
- Global practices

#### Global compensation practices

- Elements of compensation
- Factors to consider in compensation/remuneration
- Base pay delivery
- Variable pay delivery
- Executive compensation
- Effective global practices
- Compensation challenges

#### Global benefits practices

- Global benefits strategy
- Statutory and non-statutory benefits
- Selection of benefits service providers
- Cost and financial impact of benefits programmes

#### Work-Life, performance and recognition, development and career opportunities

- Total rewards in the global workplace
- Global performance management
- Other rewards
- Impact on total remuneration

### Managing international assignments

- Definitions
- Evolution of international assignments
- International assignments
- Compensation systems
- Retirement issues
- Other issues

### Cross-border mergers and acquisitions

- Definitions of key terms
- Cross-border mergers and acquisitions

- The role of HR
- The importance of culture
- Other global M&A issues
- Successful cross-border mergers and acquisitions

### The future of global rewards

- Becoming a strategic partner
- Global trends in total rewards
- Emerging markets
- Developing a global action plan
- The future of globalisation

## What recently qualified GRPs are saying

*"When I took on a new role as Compensation and Benefits Manager for Central Europe's leading global telecom supplier several years ago, I decided to go through the WorldatWork GRP programme. At that time, reward management as a specialist discipline was not as advanced in Central Europe as the majority of compensation and benefits activities such as base pay management or pension schemes. Therefore I took my introduction training in the US where I also attended my first WorldatWork classes to get a broader understanding of total reward. As an HR generalist, the GRP programme gave me a very solid and broad foundation on compensation and benefits models as well as international best practices from various industries, allowing me to successfully fulfill my role as a compensation and benefits professional. Through the GRP programme, I was able to benefit from the many years of academic and practical experience of the WorldatWork faculty as well as from networking with other compensation and benefits professionals.*

*Now that I am back in an HR director role for a leading banking corporation in Central and Eastern Europe, the learning from the GRP programme still proves valuable in enabling me to develop and implement new and better people strategies and processes that impact business performance while taking into account company requirements as well as employees' needs and expectations."*

**– Alexander Zerkowitz, GRP, Human Resource Director, Raiffeisen-Landesbank, Steiermark.**

# Strategic Communication in Total Rewards | GR9

## Make Sure Employees 'Get It'

### Course overview

- Learn the rationale for strategically planning a communication campaign
- Discuss the characteristics of effective communication
- Obtain an understanding of the eight steps of the communication process
- Identify the appropriate communication channel to deliver your message
- Review specific total rewards communications considerations and special situations
- Find out how to effectively and efficiently manage your communication campaign

This course provides an introduction to strategic communication, focusing on total rewards communication. It begins by establishing the purpose and value of strategic communication along with discussing how behaviors can be influenced by communications. In addition, an eight-step process is detailed providing guidance for creating an effective and efficient communication campaign. Case studies provide participants an opportunity to apply the eight-step process.

Furthermore, specific communications related to each of the total rewards elements are highlighted, as are suggestions for communicating special situations, such as a merger or acquisition.

### Who should attend

Course GR9 is designed for those experienced in the employee compensation and benefits fields or for those who would like to broaden their total rewards perspective. This course is strategic in nature and is designed for participants who need to focus primarily on the design and direction of communication.

### What you will learn

#### Communication strategy and total rewards

- Total rewards concepts and components
- Value and purpose of strategic total rewards communication
- Effective communication

- Management's role in communication

#### Communication fundamentals

- Fundamentals of communication
- Characteristics of effective communication
- The strategic communication process

#### The strategic communication process: Steps 1-4

- Step 1: Analyse the situation
- Step 2: Define the objectives
- Step 3: Conduct audience research
- Step 4: Determine key messages
- Case study

#### The strategic communication process: Steps 5 and 6

- Step 5: Select the communication channel
  - Face-to-face
  - Paper-based
  - Technology-based
- Step 6: Develop the communications campaign

#### The strategic communication process: Steps 7 and 8

- Step 7: Implementation
- Step 8: Evaluation
- Case study
- Managing the communication campaign

#### Total rewards communication and special situations

- Total rewards communication
- Compensation
- Benefits
- Work-life
- Performance and recognition
- Development and career opportunities
- Total rewards statements
- Special situations
- Working effectively with external vendors and internal communication departments

# Market Pricing – Conducting a Competitive Pay Analysis | GR17

## Avoiding Analysis Paralysis

### Course overview

- Review common compensation strategies, base pay structure design, and the establishment and use of a job worth hierarchy
- Discuss how market pricing can support an organisation's business strategy
- Discover data sources, data collection options, salary survey formats and use of job matching
- Learn how the data from salary surveys can help you develop the market rate for benchmark jobs
- Discuss the use of statistical analysis tools and aging, blending, weighting and slotting data
- Learn how to handle exceptions or special situations
- Find out how to communicate market pricing to upper management and your organisation

This course provides a consistent and effective methodology for market-pricing benchmark jobs within an organisation. Participants will have an opportunity to develop their data utilisation skills through classroom practicum exercises.

### Who should attend

Compensation and HR professionals with an interest in or responsibility for identifying competitive rates of pay, job evaluation and compensation programme development.

### What you will learn

#### Total rewards and the compensation function

- The total rewards model
- Compensation philosophy and strategy
- Base pay structure design
- Job worth hierarchy

#### Market pricing and business strategy

- Terminology
- Market pricing steps
- Market pricing
- Market pricing: advantages and disadvantages

#### Survey data

- Data sources
- Data collection
- Salary formats
- Job matching

#### Collecting survey data

- Survey selection
- Data integrity
- Multiple survey sources
- Statistical data points
- Documentation

#### Utilising survey data

- Aging data
- Blending and weighting
- Regression
- Internal versus external equity

#### National plastics and rubber manufacturing: A case study

- Case study

#### Exceptions and special situations

- Total compensation
- Incentives

#### Communication

- Communication with employees and upper management
- Organisation-wide communication
- Communication and survey sources

## Who we are



**E-reward.co.uk**

[www.e-reward.co.uk](http://www.e-reward.co.uk)

E-reward brings all the latest thinking in reward management to the people who need to know about it. Insightful research, advice and guidance on the UK employee reward scene is relayed to the profession through an award winning **web site, electronic newsletters, journals and reports, and conferences**. Our high quality, relevant information and guidance helps you improve your knowledge and understanding, form intelligent views and opinions and achieve your highest potential in reward management.

Post: 33 Denby Lane, Heaton Chapel, Stockport, SK4 2RA

Email: [post@e-reward.co.uk](mailto:post@e-reward.co.uk)

Tel: 0161 432 2584



**WorldatWork**

[www.worldatwork.org](http://www.worldatwork.org)

WorldatWork, the Total Rewards Association, is a not-for-profit organisation providing education, conferences and research focused on global human resources issues including compensation, benefits, work-life and integrated total rewards to attract, motivate and retain a talented workforce. Founded in 1955, WorldatWork has nearly 30,000 members and professionals in more than 100 countries with training, certification, research, conferences and community.

Post: 14040 N. Northsight Blvd, Scottsdale, AZ 85260, USA

Email: [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org)

Tel: + 1 480-951-9191



**The WorldatWork Society of Certified Professionals**

[www.worldatworksociety.org](http://www.worldatworksociety.org)

An affiliate of WorldatWork, WorldatWork Society of Certified Professionals is an organisation that certifies human resource professionals in the disciplines of compensation, benefits and work-life.

WorldatWork Society designations include:

- Certified Compensation Professional® CCP®
- Certified Benefits Professional® CBP®
- Global Remuneration Professional® GRP®
- Work-Life Certified Professional™ or WLCP®
- Certified Executive Compensation Professional™ CECPTM
- Certified Sales Compensation Professional™ CSCPTM

Post: 14040 N. Northsight Blvd, Scottsdale, AZ 85260, USA

Email: [certification@worldatworksociety.org](mailto:certification@worldatworksociety.org)

Tel: +1 480 922-2020



# Booking

## Fees

Two-day preparation course with certification exam on day three: £1,150 + VAT

For a booking form to register on our certification preparation courses in the UK:

Web [www.e-reward.co.uk](http://www.e-reward.co.uk)

Email: [courses@e-reward.co.uk](mailto:courses@e-reward.co.uk)

Tel: 0161 432 2584

## 2011/12 UK schedule

Title	Date*	Location†
Total Rewards Management (GR1)	13–15 September 2011	Central London
Quantitative Methods (GR2)	11–13 October 2011	Central London
Job Analysis, Documentation and Evaluation (GR3)	15–17 November 2011	Central London
Base Pay Administration and Pay for Performance (GR4)	January 2012 (date TBC)	Central London
Variable Pay – Improving Performance with Variable Pay (GR6)	February 2012 (date TBC)	Central London
International Remuneration – An Overview of Global Rewards (GR7)	March 2012 (date TBC)	Central London
Strategic Communication in Total Rewards (GR9)	April 2012 (date TBC)	Central London
Market Pricing – Conducting a Competitive Pay Analysis (GR17)	May 2012 (date TBC)	Central London
Total Rewards Management (GR1)	June 2012 (date TBC)	Central London

**\* Course times:**

- Day 1 and Day 2: 9.00 – 17.00
- Exam Day 3: 9.00 – 12.00
- Registration: 8.30 each day

† More UK locations to be announced for 2012 – register your preference.

