



Variable Pay

Improving Performance with Variable Pay

CERTIFICATION EXAM: C12/GR6*

Designing for Results

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.

- 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.

WHO SHOULD ATTEND This course is designed for HR professionals responsible for designing, assessing or maintaining variable pay programs.

WHAT YOU WILL LEARN

- Total Rewards and Variable Pay
- Supporting Business Objectives through Variable Pay
- Types of Variable Pay
- Developing a Variable Pay Plan — Phases 1 and 2
- Developing a Variable Pay Plan — Phase 3
- Implementation and Evaluation

CREDITS

- CCP: Required
- GRP: Required
- Recertification: 2 Course, .5 Exam
- CEUs: 1.5 Course, .3 Exam
- CPEs: 16
- CFP: 8
- CPT: 12 Points
- PHR/SPHR/GPHR Recertification Hours: 16 (Traditional Classroom); 14 (Instructor-Led Live Online)

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REGISTER TODAY!

May 16, 2011 and May 17, 2011

DATE

Jacksonville, FL

LOCATION (CITY, STATE)

North Florida Compensation and Benefits Association

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