

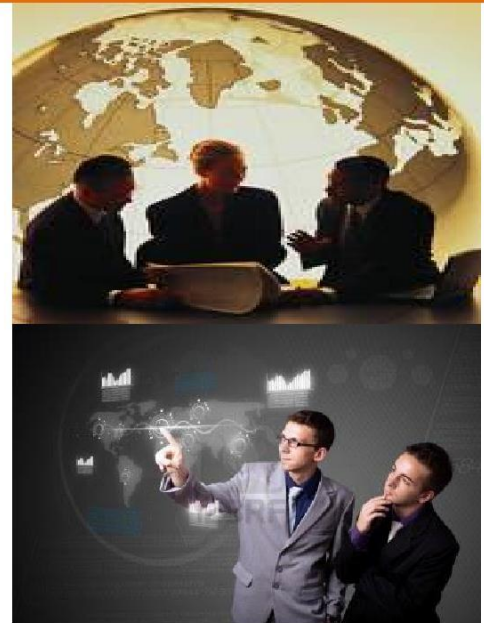


MALYSIAN INSTITUTE OF HUMAN RESOURCE MANAGEMENT

MIHRM is a member of the World Federation of People Management & Malaysia's HR Professional Body

CERTIFIED COMPENSATION MANAGER COURSE

Become a specialist in Compensation



This programme is designed to provide in-depth applied skills for professionals assigned to manage compensation functions. The program also offer an extensive blend of theories and practices in this field . The program serves as an excellent platform through which participant may obtain deeper Insight Into the broad spectrum encompassing compensation

*The project paper sub mitted by participants' as a requirement for this program will be submitted for the award of "CHRP" (Certified Human Resource Practitioner) or "CAHRP" (Certified Advanced Human Resource Practitioner) by MIHRM conditional upon the other requirements being met as stipulated in the Professional Certification document.



*MIHRM is an Approved Training Provider under PSMB
& a member of the World Federation of People Management*

ADMISSION REQUIREMENTS

Professional Diploma in HR Management from MIHRM or its equivalent, with working experience in the area of Compensation.

OR

Possess a Degree in any discipline from recognized University, with at least a year of working experience at executive level in the area of compensation.

OR

Practicing human resource professionals/ practitioner at executive level and above for more than 3 years in the area of compensation.

OR

Individual who are interested in acquiring in-depth knowledge of compensation and who are considered suitable by the Program Director.

COURSE SCHEDULE

Duration : 5 month

Schedule : Alternate Saturdays (9.00am to 5.00pm)

COURSE ASSESSMENT

Examination/ Assignment/ Mock Trial/ Project Paper/ Action Learning.

MEDIUM OF INSTRUCTION

The program would be conducted in English Language and therefore proficiency in that language is essential.

THE FACULTY

The faculty will comprise of experts in the field of Compensation and will include leading practitioners, consultants, academics and lawyers

COURSE FEE

Course Fee:

RM 5,000.00 per participant (Peninsular Malaysia)

RM 6,000.00 per participant (Sabah/Sarawak)

[Inclusive of course notes and examinations]

Instalment plan is provided for self-sponsored participants. Please liaise with the course coordinator for details.

Your Learning Centre :

ALLWAYS PEOPLE
Developing People In All Ways

Allways People Sdn Bhd

RL2.003 & 2.003A

2nd Floor

The 19 USJ City Mall

Persiaran Kewajipan

47630 Subang Jaya

Selangor

PROGRAMME STRUCTURE

The programme provides participants with a proficiency structure that comprises the following elements:-

THEORETICAL PERSPECTIVE – the theories, models & principles for practitioners to adopt in the analysis, design and operation of Compensation Management processes in order to improve its validity and reliability, hence its credibility and acceptability among employees and other stakeholders.

FUNCTIONAL/ OPERATIONAL PERSPECTIVE – the specific processes, programmes and activities in order for participants to know what they will need to carry out as professionals and managers.

LINKAGES AMONG FUNCTIONS – the interdependencies between Compensation Management and other Human Capital Management systems in order for participants to realise the significant impact that each has on others.

PERFORMANCE MEASURES – the functional measures of efficiency, effectiveness, productivity and quality at the outcomes, processes and inputs phases of Compensation Management in order to reinforce practitioners' accountability for meeting stakeholder wants and needs.

MODULE-SPECIFIC TECHNICAL SKILLS - quantitative/ data Analytical and processing techniques required for investigating Compensation Management issues, derive relevant conclusions and offer decision alternatives pertaining to each module.

COURSE STRUCTURE

Unit Scope of Coverage

Duration

1. The Compensation Framework	7 hours
2. The Grading Structure	14 hours
3. The pay and Benefit Structure	21 hours
4. Compensation of Special Groups	14 hours
5. Performance-Linked Compensation	21 hours
6. Action Learning	
7. Project paper	

AWARD OF CERTIFICATION

Upon successful completion of the program, participants will be accorded recognition as "Certified Compensation Manager" by Malaysian Institute of Human Resource Management (MIHRM)

REGISTRATION & ENQUIRY

1. Complete the Registration Form and submit to MIHRM with RM500 .00 as Registration Fee.
2. Payment of Course Fee shall be made on or before commencement of the program.
3. Mode of Payment: Cheque, money order, bank draft; payable to "Malaysian Institute of Human Resource Management" or Cash/ Direct Bank in to MIHRM Bank Account: MAYBANK Account No: 514187656230

[Please fax "Bank-in Slip" to MIHRM via fax no: 03-79554076] Registration Form is available at our website