

Course Title:
Managing Performance-Based Rewards and Recognition

Introduction

In today's business environment, many companies are struggling over the question of how to reward performance ignoring the fact that wages continue to grow annually and is this reflective of the employee's performance. The future of Work baffles every one of us. Will there be a need for performance measurement? How do we define primary and shared responsibilities in a world of teamwork and success? How can we be sure that we are not paying too much or too little and have a hard time trying to keep our employee sustainability in performance.

Employees in the millennial generation prefer choices in deciding rewards, benefits, working hours, and how are employers keeping pace with these genuine desires? With more generation of information, the internet of things, the pace of work has change, the work environment has change, but have we change to keep pace with these dynamic challenges?

Human Resource sustainability is a difficult question to satisfy yet it is a compelling one. This workshop is to challenge employers, HR professionals and SMEs, given the scenario, how can we overcome these keep the P&L yet satisfying employees' expectations.

Course Objectives:

The workshop aims to equip the learners with the knowledge and skills to:

- 1) To understand the meaning of Performance management, the structure and purpose.
- 2) To appreciate Team based reward system and how it works vs individual rewards system.
- 3) To design results driven system to accompany with the performance payments.
- 4) To review how to move traditional structured benefits into a Flexi Benefit scheme.

Course Outline:

The workshop contents cover:

- 1) What is Performance management all about?
- 2) How to organize a Performance Driven system?
- 3) Team based rewards vs Individual rewards
- 4) What is an Incentive Pool and how to create one?
- 5) Distribution of Rewards
- 6) Flexible Benefits and its advantages.

Learning Methodology:

To embed the learning experience, this workshop incorporates:

- Applicable industry best practices
- Case studies
- Sharing of experiences
- Interactive delivery of learning materials
- Practical exercises

Who Should Attend:

HR Managers, Business Leaders, and aspiring HR professionals who want to understand more about designing an effective performance driven system and distribution of rewards and the use of flexi benefits to motivate and retain good employees.

Course Duration:

1 Day (8 hours)