

**Saturday, April 6, 2019 – 09.30 a.m. to 1.00 p.m.**

Well-designed ECS – Employee Compensation System attracts, rewards and retains performers. It is simple to understand and administer. It needs to take into account changing business scenario, age and expectation profile of the employees and what other employers do to attract talent. We also need to address other issues like

- How to promote teamwork and reward team performance?
- How to pay exceptionally high compensation to individuals without disturbing the compensation structure?
- How to empower smart but low performing sales force?
- How to compensate aged but fit employees, employees with special abilities?

**Who should participate?** The program is specifically designed for divisional and functional heads – people who are or should be responsible for increasing profit/employee and return on ERE – Employee Related Expenses. The organization can benefit more by sponsoring a multifunctional team. HR and Finance professionals can get new insights. Entrepreneurs and consulting professionals have found this program useful.

### **Contents**

- Impact of ECS and related systems on employee psyche, behaviour and output.
- Measurement of effectiveness of ECS – Retention ratios, Turnover Ratios, Flexibility index, Learning rate index, Innovation rate index.
- Elements of ECS: Stability providing factors, social factors, legal factors, Performance related factors.
- Performance related compensation: quantity related, quality related, service related, cost/profit/margin related, manual operations, machine controlled operations, for supervisory staff, office staff, for managerial function and for directors.

**Program Facilitator: Mr. Suresh Pandit** HRD-OD-Productivity specialist has designed and helped implement ECS for organisations in Engineering, Chemical, Pharmaceutical and Service industries all over India. He has been court appointed arbitrator in wage disputes.

**Fee:** Rs.700/- per person including GST. (Towards programme fee, course material and refreshment).

