



Learning Workshop on
**How to Design a Powerful
Employee Compensation System**

Saturday, October 13, 2018 • 9.30 a.m. to 1.00 p.m.

at Torrent -AMA Management Centre Core-AMA Management House,
AMA Complex, Dr. Vikram Sarabhai Marg, Ahmedabad 380 015

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 organisation 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 a practicing management consultant, trainer and coach for more than 40 years, has helped, hundreds of organizations in different sectors of economy, by improving their business results through appropriate remuneration systems and processes.

Fee : Rs.800/- per person including GST. Fee includes course fee, cost of reading material, lunch and refreshments.

Programme on How to Design a Powerful Employee Compensation System **Oct. 13, 2018**

Registration Form: Please fill-in and return this form along with participation fee to:

Ahmedabad Management Association, ATIRA Campus, Dr. Vikram Sarabhai Marg, Ahmedabad 380 015

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Name(s)	Position
1.	
2.	
Organisation:	
GST No.:	AMA GST No.: 24AAATA 5881D1Z0
Address:	
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