

# HRSINGAPORE

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## **Question - Pay Cut Due to Organisation Restructuring**

Dear HR Practitioners,

I would like to seek your expertise for the following questions:

- 1) Due to organisation restructuring, some jobs have to be re-designed and staff may get pay cut. What can the staff do?
- 2) Due to outsourcing of some jobs to overseas, some jobs will become redundant (for example accounting shared services). Can the staff claim compensation?

Thank you.

Cheryl

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## **Compensation and Benefits Management Workshop (20th Run)** **- 14 & 15 July 2016**

An efficient Compensation and Benefits management system is necessary for every company to attract, motivate and retain employees. Yet companies are often challenged to maintain a compensation system that balances internal equity with external competitiveness and is also aligned to the total strategic intent of the organisation.

Upon completion, participants will learn and share experiences on the importance of the need to maintain strong principles in Compensation

Management and the impact of internal and external influences that could shift your ideal state. The question is “how much is too much”?

For details, please click on: <http://hrsingapore.org/compensation/>

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## **Course Outline**

### I. Linking the rewards system to business strategy

- Total rewards objectives, elements and model.
- Aligning rewards strategies to business strategy.

### II. Determining competitive pay practices while insuring internal equity

- Job Leveling.
- Survey Management.
- Market Pricing.
- Salary structuring.
- Interpreting and using market data to partner effectively.

### III. Variable pay plans.

### IV. Performance Management system.

### V. Linking the Performance Management system to total rewards strategies

- Managing the annual salary planning budget.
- Optimizing pay-for-performance tools: merit, bonus, stock awards.

### VI. Benefits, a key element in the total rewards equation.

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## **Past Participants' Comments**

- "Trainer has a very good understanding of the course and has given us a very clear & thorough walk through Compensation & Benefits management." - Jessica Wong, Meiji Seika (S) Pte Ltd
- "Everything that I learn during this 2-day course is useful, along with lots of practice!" - Patsy Lee, Pigeon Singapore Pte Ltd
- "Case studies are useful as it gives an idea of how salary structures are designed"
- "All of it are useful!" -Cheryl Tan, Solvay Specialty Chemicals Asia Pacific Pte Ltd
- "Salary range concept is useful" - Angie Soh, Singapore Technologies Marine Limited
- "It has helped me to frame my knowledge of Comp & Ben!"
- "Job grading; salary structure (spread between min & max) can be applied at work" - Callie Tan from DEUTZ Asia-Pacific (Pte) Ltd





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