



Overview

The volatile world economy is altering the method on how Human Resource professionals design their performance and reward structure within their organisation. With the Human Resource function playing a forefront role in contributing to the organisation's success, Human Resource professionals are facing challenges in meeting up to the expectations of employees.

In today's labour market, effective performance management can provide big payoffs for the employer in increasing staff productivity, knowledge, loyalty, and contribution. In effective organizations, managers and employees have been practicing good performance management whereby goals are set and work is planned routinely. Any performance measurement system must be tied to reward to ensure the reward system is effective and motivates the desired behaviours.

Employees are motivated by both intrinsic and extrinsic rewards and reward system must recognize both sources of motivation to attract, retain and motivate people. Financial rewards are an important component of the reward system, but there are other factors that motivate employees and influence the level of performance. Following a recent Centre for Talent Innovation (CTI) survey, it transpires that money is not the main motivator among the majority of key-workers. The survey results show there are a number of other aspects that in turn drive employees to give more as well as increase employee engagement and their loyalty.

Performance and Reward aim to identify strategic implementation to reward employees fairly, equitably and consistently in accordance with their value to the organisation by convening leading professionals to share their strategies and best practices, addressing to the challenges faced in the management of performance and reward amidst the current economic climate.

Take away with you skills and strategies on:

- Addressing the practical solutions and exclusive insight in attracting, retaining & engaging employees
- Outlining the current trend in total reward strategy
- Recognize components of the rewards system that successfully retain competent employees at different levels
- Presenting a range of comprehensive topics on both monetary and non-monetary strategies
- Formulate sound compensation & benefits strategies to attract high potential talents
- Enhancing compensation planning and innovative solutions in employee benefits with detailed core elements
- Understanding the power of employee recognition in driving organizational success

WHO SHOULD ATTEND?

CEOs, COOs, Managing Directors, General Managers, Directors, Vice Presidents, Heads of Department, Senior Managers, Managers of:-

- Compensation & Benefits • Rewards • Performance Management • Total Rewards • Organisational Development • Human Resources • Learning & Development • Talent Management • Employee Engagement

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