

# HR 104: MANAGING EMPLOYEE COMPENSATION PROGRAMS

## PRESENTER

**Karen Timmins, SPHR, SHRM-SCP**  
*Senior Vice President HR*  
*Western Growers*

## COURSE DESCRIPTION

Competitive compensation is one of the major issues every organization must face in balancing productivity with cost. This course explores current concepts, approaches, and techniques that shape the development of compensation strategy, plans, and policy. Students also learn approaches for communicating compensation programs to employees and for monitoring the effectiveness of compensation policy. Topics include:

- Competitive salary analysis and labor market dynamics
- Salary administration, incentive plans, and deferred compensation
- Budgeting underlying the development of compensation programs
- Design of compensation packages
- Executive compensation strategies
  - Compensation theories.

## LOCATION, DATE & TIME

### Grower-Shipper Conference Room

512 Pajaro Street, Salinas, CA 93901

**May 30, 2018**

**9 am – 3:30 pm**

(with lunch provided from 12:00 –12:30 pm)

APMA is recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™. Each class is valid for 6 PDCs for the SHRM-CP™ or SHRM-SCP™.



## REGISTRATION FORM

104 ~ Salinas ~ May 30, 2018

Cost:  \$150/participant for members of co-sponsoring organizations  \$195/participant for non-members

Attendees Names: 1. \_\_\_\_\_ 2. \_\_\_\_\_  
3. \_\_\_\_\_ 4. \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ E-mail \_\_\_\_\_

Please submit your registration and payment to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901 or **register online** at [www.agpersonnel.org](http://www.agpersonnel.org). For more information, please contact APMA at (831)422-8023 or email: [apma20@pacbell.net](mailto:apma20@pacbell.net)

## HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

Human Resource Professional in Agriculture (HRPA) Certificate Program has a unique focus on agriculture and incorporates a wide range of topics that will help HR professionals advance to the next level. The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - eight core courses are required for the program certificate and designation, along with one elective course and may be completed in any sequence. Classes can be taken individually or as part of a curriculum leading to a certificate and designation. Graduates of this program can use a prestigious designation of HRPA™, Human Resource Professional in Agriculture.

We invite all HR professionals to complete this program and stay current on important issues ranging from legal compliance to employee relations.

## PRESENTING AND CO-SPONSORING ORGANIZATIONS

