

APMA

AGRICULTURAL
PERSONNEL
MANAGEMENT
ASSOCIATION

HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

Classes will be offered via webinars.*

HR 104: MANAGING EMPLOYEE COMPENSATION

OCTOBER 22 (Part 1) & 23 (Part 2), 2020

9 AM—Noon (each day)

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.

Please register online and we will send you program instructions.

***Zoom Meeting capability required.**

Cost : \$1200/members of APMA and Supporting organizations (company discount for 2 or more—\$1150/person) \$1650/non-members. \$150/member and \$195 /non-member for single class.

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



CLASS 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
- ⇒ Compensation theories.

PRESENTER

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

As HR executive Karen oversees the centralized management of all HR practices including: executive goals and objectives, workforce planning, employee health/retirement benefits, recruiting, workforce performance, coaching, progressive discipline, employee handbook, compensation, regulatory compliance, payroll, training and development and succession planning. Karen credits her staff with effective recruiting, supervising the salary levels and the “pay-for-performance” system, employee relations, benefits including 401(k), legal compliance relating to employment law, safety, payroll processing, training & development.



At Western Growers she is responsible for inculcating the “culture-changing” Arbinger principles. This is accomplished through: teaching, the annual performance review process, performance/behavioral management, strategic modeling and a common language amongst employees. She has a Bachelor’s of Science (BS) degree from the College of Education and Human Services in Workforce Education and Development and a Master’s of Art degree in management (MAM) from the University of Redlands. Karen holds the Society of Human Resources Management (SHRM), Senior Human Resources Professional Certification (SPHR), is certified to teach Achieve Global’s sales and frontline leadership courses and Arbinger’s Core at Work, Developing and Implementing an Outward Mindset and Transforming Conflict.

For information, please call APMA at 831.422.8023 or email apma20@pacbell.net or visit our website www.agpersonnel.org

APMA reserves the right to restrict participation in any APMA event.

Supporting Organizations

