A microlearning course!

**Compensation Fundamentals**

Compensation basics for your HR team.

Build your team's knowledge with a selection of microlearnings on some of the foundational concepts and topics related to compensation.

Access a set of videos and activities to ensure you and your team have a foundational knowledge of compensation.

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**What's included?**

- Level 1 covers the basics and includes a selection of short videos and downloadable activities
- Level 2 will teach you how to apply the foundational knowledge through a series of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply your compensation knowledge

View the full curriculum on the next page.

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**This product can help you:**

- Onboard new or junior team members to ensure they understand common compensation terminology and practices.
- Learn how to work with compensation data and use your knowledge to guide analysis that will inform data based decision-making.

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Compensation Fundamentals

Course curriculum

Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Compensation components
Video: Common terminology
Video: Variable pay
Activity: What is compensation?
Video: Compensation guidelines
Video: Compensation structure
Activity: What is a compensation structure?
Video: Job evaluation
Video: Compensation administration
Video: Compensation strategy
Activity: What is an effective compensation strategy?

Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Job descriptions
Video: Job evaluation approaches
Activity: What is job evaluation?
Video: Market pricing
Activity: What is market pricing?
Video: Analyzing compensation data
Video: Working with variable pay data
Video: Managing a compensation structure
Video: Pay progression
Activity: What is pay progression?
Video: Pay for performance

Assessment: Are you ready to apply your compensation knowledge?

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Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.

Pricing note

The ‘HR team’ option includes access for up to 5 learners for a 12-month subscription. The ‘HR function’ option includes an unlimited number of HR learners for a 12-month subscription.

The base price is USD; EUR prices may differ in the Mercer Shop due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

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