



A microlearning course!

Compensation Fundamentals

Your guide to compensation basics for your HR team.

Learn about 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.



Included in a TAAP+ subscription!

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.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **total employment cost calculator!**

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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Demo Video

Sample Video

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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Microlearning pricing

	USD	EUR
HR function Unlimited learners	4,200	4,100
HR team Up to 5 learners	2,000	1,950

Pricing note

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

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.