

 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.

## 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.

## 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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[Demo Video](#)

[Sample Video](#)

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## 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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	USD	EUR
HR function	4,000	3,600
HR team	2,000	1,800

## 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.

## 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.