



FEDERATION OF MALAYSIAN MANUFACTURERS
NEGERI SEMBILAN BRANCH
MYCOID: 007907X_NSEMBILAN
PROG. NO: 10001487982

NSB/33/2024
November 19, 2024

FMM SEMINAR

All About Compensation AND BENEFITS

To provide participants with a comprehensive understanding of compensation and benefits, its importance in the workplace and best practices for implementation.

OVERVIEW

Compensation and benefits refer to the total rewards package provided to employees in exchange for their work. Compensation includes direct financial payments such as salaries, wages, and bonuses, while benefits encompass non-monetary offerings like health insurance, retirement plans, and paid time off. Together, they aim to attract, motivate, and retain talent while ensuring fair and competitive employee satisfaction.

OBJECTIVES

Closing Date:
January 3, 2025



7 JANUARY 2025 (TUESDAY)
9.00AM - 5.00PM



ROYALE CHULAN SEREMBAN, NS



ENGLISH / BAHASA MALAYSIA



WHO SHOULD ATTEND?

**CEO, Managers,
Supervisors, Executives
and Human Resources
Practitioners.**

9.00AM - 5.00PM

JANUARY 7, 2025 (TUES)

ROYALE CHULAN SEREMBAN

Course Schedule & Contents

Time	Details
8.30AM	Registration of Participants
9.00AM	1. Introduction to Compensation and Benefits - Define compensation and benefits. - Importance in employee satisfaction and organizational success. - The role of compensation in attracting and retaining talent. 2. Types of Compensation - Direct Compensation: Wages, salaries, bonuses, commissions. - Indirect Compensation: Benefits such as insurance, retirement plans, and paid time off. - Non-financial Compensation: Recognition, job satisfaction, career development.
10.30AM	Morning Coffee Break
10.45AM	3. Understanding the Benefits - Mandatory vs. Voluntary Benefits (e.g., social security vs. wellness programs). - Types of employee benefits: Health insurance, retirement plans, paid time off, employee assistance programs (EAPs). - How benefits contribute to overall employee well-being. 4. Total Compensation Package - Explaining the concept of a total compensation package (financial compensation + benefits). - The importance of balancing different elements to meet employee expectations. - How companies present total compensation to potential employees.
1.00PM	Lunch Break
2.00PM	5. Pay Structures - Definition of pay structure (graded pay systems, broadbands, market-based pay). - Factors influencing pay structures: Job roles, industry standards, location, and employee experience. - Equity in pay structure: Internal and external equity. 6. Performance Management and Compensation - The link between employee performance and compensation (merit pay, performance bonuses, pay-for-performance). - How performance management systems can drive productivity through compensation. - Aligning compensation strategies with organizational goals.
3.30PM	Afternoon Coffee Break
3.45PM	7. Trends in Compensation and Benefits - Increasing emphasis on flexible benefits and work-life balance. - Rising importance of non-cash benefits (mental health programs, wellness initiatives). - The role of technology in managing compensation and benefits. - Global and remote workforce compensation strategies. 8. Open Discussion - Engaging the audience in discussing challenges and experiences related to compensation and benefits. - Exploring real-life examples of innovative compensation and benefits strategies. - Addressing questions on how organizations can adapt to future compensation trends.
5.00PM	End of Program

Speaker's Profile



ROHAIZAH HASHIM

Rohaizah Hashim has accumulated over 30 years of experience as an HR Practitioner, overseeing a wide array of Human Resources management and administrative tasks, which include payroll management and audit functions, across both local and multinational companies in diverse industries. She successfully completed the Business Excellence (BE) program, offered by MPC, aimed at enhancing productivity. This program aims to increase awareness regarding the significance of Business Excellence practices in enhancing business performance, guiding organizations on their journey toward excellence, and assisting them in improving productivity and performance by adopting the Framework. She holds several certifications, including being a Certified DISC Practitioner specializing in Personal Profile Analysis and Human Job Analysis, a Certified Train The Trainer (HRDC), a Certified NLP Coach, a Certified NLP Practitioner, and a Certified Time Line Therapy practitioner. These certifications highlight her proficiency in utilizing various tools and methodologies to support individuals in realizing their potential and achieving both personal and professional development.



9.00AM - 5.00PM

JANUARY 7, 2025 (TUES)

ROYALE CHULAN SEREMBAN

PARTICIPATION FEE *(Inclusive of 8% SST)*

FMM Member RM 658.80 per pax

Non - Member RM 766.80 per pax

PAYMENT METHOD

1) HRDCORP GRANT (SBL - KHAS SCHEME)

- No payment to FMM.
- Fund must be sufficient. Fee will be deducted from the employer's HRDCorp contributions.
- Full payment is to be made to FMM in the event that no disbursement from HRDCorp under any circumstances.

2) DIRECT PAYMENT TO FMM via Online Banking / Cheque

Payee Name: **FEDERATION OF MALAYSIAN MANUFACTURERS**

Bank Name : Malayan Banking Berhad

Account No : 505176510151

SST Registration No : W10-1901-32000105

***To provide FMM with the payment slip / advice once payment has been made.*

REPLACEMENT/CANCELLATION/NO SHOW

- Must be made in writing with reasons to FMM.
- Full payment fee will be charged by FMM for cancellation within 2 days prior to the event
- Participants who **did not turn-up will be charged full payment.** Invoice will be sent to the employer after program ends.
- Replacement can be accepted at no additional cost.
- FMM reserves the right to cancel or reschedule the program. All efforts will be taken to inform participants of the changes.

REGISTRATION

- All registration together with the payment should be made before the event date.
- Registration is on a first-come-first-serve basis.
- For SBL-KHAS Scheme, an attendance of 100% is a must, otherwise employers will be billed in full.
- For SBL-KHAS Scheme, grant approval must be provided to FMM at least 3 days before the event date.
- Upon submission of the completed Registration Form to FMM, you are deemed to have read and accepted the terms and conditions. The program would also be deemed as confirmed unless informed otherwise.
- Certificate will only be issued upon full disbursement from HRDCorp / payment from employer.

REGISTRATION FORM

FMM Negeri Sembilan (Attn: Ms. Eyda/Ms. Niza)

Email: herdawaty@fmm.org.my / niza@fmm.org.my

Tel No: 06-603 1626
Fax No: 06-603 1628

1) Name :
Designation :
E-mail :
NRIC :
Vegetarian : ☐

2) Name :
Designation :
E-mail :
NRIC :
Vegetarian : ☐

3) Name :
Designation :
E-mail :
NRIC :
Vegetarian : ☐

Payment:

Full payment of RM will be made via:-

- ☐ HRDCorp SBL-KHAS Scheme ☐ Cheque
☐ Online Banking

Submitted by:

☐ FMM Member ☐ Non-Member

Name :

Designation :

Company :

Tel : Fax :

E-mail :

FMM Membership No. :

Address :

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