

**ΟΙΚΟΝΟΜΙΚΟ
ΠΑΝΕΠΙΣΤΗΜΙΟ
ΑΘΗΝΩΝ**



**ATHENS UNIVERSITY
OF ECONOMICS
AND BUSINESS**



**ΔΙΑΤΜΗΜΑΤΙΚΟ
ΜΕΤΑΠΤΥΧΙΑΚΟ**

**Διοίκηση
Ανθρώπινου
Δυναμικού**

REWARDS MANAGEMENT

Introduction

Who is Who....



- MSc in HRM
- Phd in OB (selecting change agents)
- Talent Development expert, Account manager, Employee experience pioneer, C&B expert, Performance management specialist
- Passion for structuring, excel savvy, building up HR systems, running surveys
- Psychometrician, HR strategist, lecturer, researcher
- athgouras@aueb.gr

Course Syllabus

- Fundamentals of Reward Management
- Role clarification & measurement
(Assessing Job Size and Relativities)
- Analyzing the Market
- Grade and Pay Structures / Salary management

Course roll out

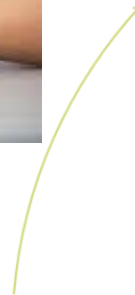


Lectures

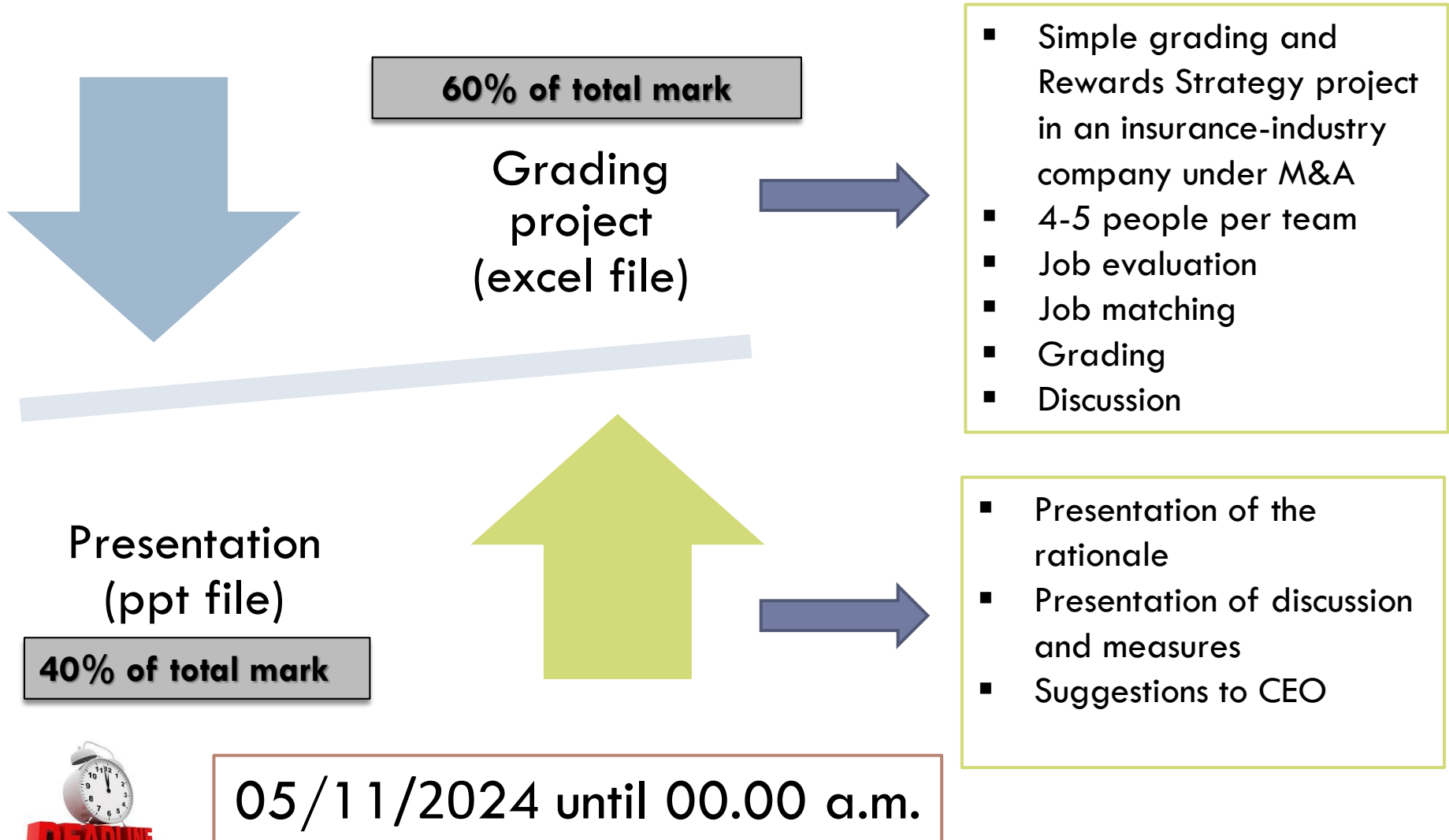


On the spot case studies

Grading project



Course roll out (the project)



Course goals



- × To get an idea of how reward management unfolds
- × To figure out which steps to follow to set up a reward policy
- × To delve into job evaluation and market data analysis stages
- × To familiarize yourselves with basic structuring and grading techniques
- × To put your knowledge into action by benchmarking with market data
- × To have a good overview of how you can guide through your consultant to set up the technicalities

What do I expect from y?

- × Consistency
- × Punctuality
- × To the point
- × Brief but accurate
- × To ask
- × To interrupt
- × To be honest



What do y expect from m?

- × To explain
- × To encourage
- × To coach
- × To support
- × To be punctual



References

1. Armstrong, M. & Cummins, A. (2011) *The Reward Management Toolkit: A Step-by-Step Guide to Designing and Delivering Pay and Benefits*. Kogan Page, London.
2. Armstrong, M. & Murlis, H. (2007). *Reward Management: A Handbook of Remuneration Strategy and Practice*. Kogan Page, London
3. Brown, D (2001) *Reward Strategies; From intent to impact*, CIPD, London.
4. Heneman, R. L. (2007). *Implementing Total Rewards Strategies*, SHRM
5. *The WorldatWork Handbook of Compensation, Benefits & Total Rewards*, John Wiley & Sons, 2017.