Dr Mark Bussin has consistently contributed to the development of a host of human resource managers in the remuneration field in Africa via his corporate and consulting experience, wise counsel, writings, and hundreds of lectures, TV and radio interviews. He has developed a generation of remuneration experts, helped define the field of practice, and made a significant contribution to the national level of excellence in the field.

How we remunerate employees reflects the dynamics of the market and context in which we operate. It aligns at all times to the strategic direction and specific value drivers of the businesses within which our organisation operates. Remuneration plays a critical role in attracting, motivating and retaining high-performing individuals. Remuneration also reinforces, encourages and promotes superior performance.

Through variable remuneration linked to value drivers, superior performance is recognised and rewarded, while poor performance and under-achievement are coached and managed. Remuneration is never a stand-alone management process, but is rather fully integrated into other management processes, such as the performance management process, and the overall Human Resources policies.

The contents include:
- Remuneration Policy and Strategy
- Job Roles and Competence
- Job Evaluation
- Broad-banding
- Individual Performance-, Competence- and Skills-based Pay
- Pay Structures
- Setting Pay Levels
- Total Packages
- Payroll
- Team-based Pay
- Sales Force Incentives
- Variable Pay and Incentive Schemes
- How to Design an Incentive Scheme
- Share Schemes
- International Assignment Remuneration
- Remuneration Trends in Africa
- Retention and Engagement
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- Remuneration Committees and Boardroom Pay
- Remuneration Governance
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