MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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EMPLOYEE RETENTION & PENSION SCHEMES (CONVENTIONAL / SHARIAH)

""Designing Sustainable Retention Strategies and Retirement Programs Aligned with Organizational and Ethical Objectives""

Schedule

Date	Venue	Fees (Face-to-Face)
04 – 05 Mar 2026	Manama, Bahrain	USD 1995 per delegate

Introduction

Employee retention has become a critical focus for organizations seeking to reduce turnover, retain institutional knowledge, and build high-performing cultures. At the same time, retirement and pension planning—whether conventional or Shariah-compliant—plays a major role in long-term employee engagement and financial wellbeing.

This 2-day course provides practical tools and insights to design, evaluate, and implement employee retention programs supported by well-structured pension and benefit schemes. It also explores the principles and governance of Shariah-compliant pension models and how they can be integrated into modern HR strategies.

Objectives

By the end of this course, participants will be able to:

- Identify key drivers of employee retention and turnover
- Design retention programs that align with workforce needs and business goals
- Compare conventional and Shariah-compliant pension models
- Develop fair, ethical, and sustainable retirement benefit schemes
- Link employee benefits to overall talent and engagement strategies

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Why Attend

- Gain a structured approach to improving employee retention across levels
- Learn to differentiate and implement ethical pension options
- Align HR practices with long-term workforce sustainability goals
- Understand regulatory and governance considerations for pensions
- Improve employer branding through enhanced employee value propositions

Target Audience

This program is designed for:

- HR professionals and benefits specialists
- Compensation and rewards managers
- Employee relations and engagement leads
- HR business partners and policy advisors
- Senior managers involved in HR and workforce planning

Individual Benefits

Key competencies that will be developed include:

- Employee engagement and turnover diagnostics
- Pension scheme structuring and communication
- Shariah-compliance understanding in HR benefits
- Workforce segmentation for retention planning
- Policy alignment with ethical and regulatory frameworks

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Enhanced retention strategies tailored to organizational goals
- Increased employee loyalty and reduced turnover costs
- Improved pension scheme governance and transparency
- Greater alignment of HR policies with ethical and cultural values
- Competitive positioning through modernized total rewards programs

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Retention models, benefits benchmarking, and pension trends
- Case Studies – Comparative pension practices in GCC, Asia, and global markets
- Workshops – Designing retention initiatives and pension scheme outlines
- Peer Exchange – Discussion of cultural and generational benefit expectations
- Tools – Retention survey templates, pension evaluation checklists, ROI models

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Course Outline

Training Hours: 07:30 AM – 03:30 PM Daily Format: 3–4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 – 02:00

Day 1: Employee Retention Strategy

- Module 1: Retention Fundamentals and Workforce Trends (07:30 – 09:30) • Key drivers of employee turnover and retention • Understanding generational expectations • Diagnosing causes using HR data
- Module 2: Designing Retention Programs (09:45 – 11:15) • Recognition, development, and engagement plans • Building loyalty through career paths and benefits
- Module 3: Workshop – Building a Retention Action Plan (11:30 – 01:00) • Develop a tailored retention strategy for your organization

Day 2: Pension Schemes & Ethical Considerations

- Module 4: Pension Scheme Options and Design (07:30 – 09:30) • Defined benefit vs. defined contribution • Tax, compliance, and sustainability factors
- Module 5: Shariah-Compliant Pension Schemes (09:45 – 11:15) • Principles of Islamic finance in retirement planning • Case studies from GCC and other Islamic jurisdictions
- Module 6: Workshop – Comparing Pension Models (11:30 – 01:00) • Design elements for both conventional and Shariah models

Certification

Participants will receive a Certificate of Completion in Employee Retention & Pension Schemes, certifying their ability to design and evaluate comprehensive retention and retirement strategies aligned with both conventional and Shariah principles.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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