MAWA EVENTS

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

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CERTIFICATE IN ADVANCED COMPENSATION & BENEFITS

"Master advanced strategies in compensation and benefits to attract, retain, and motivate top talent while aligning with business objectives."

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

Introduction

The **Certificate in Advanced Compensation & Benefits** is designed for HR professionals, managers, and compensation specialists who want to deepen their expertise in strategic rewards management. The course covers advanced concepts in designing competitive pay structures, benefits programs, and incentive plans that drive employee engagement and organizational performance. Participants will gain practical knowledge on job evaluation, market benchmarking, total rewards strategy, and innovative benefits design, enabling them to create systems that support both business goals and employee satisfaction.

Objectives

- Understand advanced compensation and benefits principles and frameworks.
- Design strategic salary structures and incentive programs that align with business objectives.
- Conduct comprehensive job evaluations and internal/external market benchmarking.
- Develop total rewards strategies incorporating base pay, incentives, and non-monetary benefits.
- Evaluate and improve benefits programs to increase employee engagement and retention.
- Apply legal, regulatory, and industry standards in compensation and benefits management.

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Why Attend

- Gain in-depth knowledge of advanced compensation techniques and benefits strategies.
- Learn to design reward systems that motivate employees and enhance performance.
- Improve decision-making in managing pay structures, incentives, and benefits programs.
- Increase your value as an HR professional capable of contributing to organizational strategy.

Target Audience

- HR professionals responsible for compensation, benefits, and rewards management.
- Compensation analysts, HR managers, and payroll specialists.
- Organizational leaders who influence or approve remuneration and benefits programs.
- HR consultants and advisors seeking advanced knowledge in strategic reward management.

Individual Benefits

- Develop expertise in creating sophisticated compensation systems and benefits plans.
- Learn how to evaluate and benchmark salaries and benefits against market standards.
- Gain skills to implement total rewards strategies that enhance employee satisfaction and retention.
- Improve analytical and strategic thinking for reward decision-making.

Organizational Benefits

- Design competitive, sustainable compensation and benefits programs that attract top talent.
- Align employee rewards with business objectives to drive performance.
- Enhance retention, engagement, and overall employee satisfaction.
- Ensure compliance with labor laws, regulations, and industry best practices.

Instructional Methodology

- Interactive lectures covering advanced compensation and benefits concepts.
- Case studies demonstrating successful implementation of reward strategies.
- Workshops on job evaluation, salary structuring, and incentive program design.
- Group exercises to design total rewards strategies and evaluate benefits programs.
- Practical exercises on market benchmarking and compensation surveys.

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Course Outline

1. **Advanced Compensation Principles**
   - Strategic compensation frameworks.
   - Aligning pay structures with organizational objectives.

2. Job Evaluation and Market Benchmarking

- Techniques for evaluating job roles and responsibilities.
- Benchmarking compensation against internal and external markets.

3. Designing Salary Structures and Incentive Programs

- Advanced salary banding and pay scale design.
- Incentive, bonus, and variable pay programs.

4. Total Rewards Strategy

- Integrating base pay, benefits, incentives, and non-monetary rewards.
- Designing programs to enhance engagement and retention.

5. Benefits Program Management

- Health, wellness, retirement, and other employee benefits.
- Innovative approaches to benefits that align with workforce expectations.

6. Compliance and Legal Considerations

- Regulatory requirements in compensation and benefits.
- Best practices for fair and ethical rewards management.

7. Practical Exercises and Case Studies

- Designing and evaluating compensation and benefits programs.
- Applying total rewards strategies in real-world organizational scenarios.

Certification

Participants will receive the Certificate in Advanced Compensation & Benefits upon successful completion, validating their expertise in designing and managing strategic compensation and benefits systems.

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.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

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