

COMPENSATION AND BENEFITS

“Master compensation and benefits strategies to attract, retain, and motivate top talent.”

Schedule

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

► **Available delivery methods:** In-House Training

Introduction

The Certificate in Compensation and Benefits program provides HR professionals with comprehensive knowledge and practical tools to design and manage effective compensation and benefits systems aligned with business goals.

In today’s dynamic job market, organizations must offer competitive rewards that balance internal equity, market competitiveness, and financial sustainability. This course explores the full spectrum of compensation management — from job evaluation and salary structures to incentive plans, benefits administration, and pay-for-performance models.

Participants will learn to develop and manage total rewards strategies that drive employee engagement, improve retention, and enhance organizational performance.

Objectives

- Understand the fundamental principles of compensation and benefits management.
- Conduct job evaluations and design fair salary structures.
- Develop pay scales that reflect market competitiveness and internal equity.
- Design incentive, bonus, and benefits programs that motivate performance.
- Learn to conduct compensation surveys and analyze pay data.
- Align compensation strategy with organizational goals and budgets.

Why Attend

- Gain in-depth expertise in compensation and total rewards management.
- Learn to balance fairness, motivation, and cost-effectiveness in pay systems.
- Improve your ability to attract, retain, and motivate high-performing employees.
- Strengthen your career profile as a compensation and benefits specialist.

Target Audience

- HR Managers, HR Business Partners, and Compensation & Benefits Specialists.
- Payroll and Finance professionals involved in pay and incentive management.
- Talent Management and Organizational Development professionals.
- Business owners and leaders managing workforce compensation.

Individual Benefits

- Gain a clear understanding of modern compensation frameworks.
- Learn practical tools for job evaluation, salary structure design, and benefits analysis.
- Develop skills to manage employee rewards strategically and ethically.
- Enhance your value as an HR professional specializing in total rewards.

Organizational Benefits

- Build competitive, fair, and sustainable compensation systems.
- Improve talent attraction, engagement, and retention through effective reward strategies.
- Strengthen compliance with pay equity and labor regulations.
- Align compensation strategy with financial and organizational performance goals.

Instructional Methodology

- Interactive lectures led by compensation experts.
- Case studies, benchmarking exercises, and simulations.
- Hands-on workshops for designing salary structures and benefits programs.
- Group projects focused on compensation strategy development.
- Use of real-world examples and compensation tools.

Course Outline

Module 1: Introduction to Compensation and Benefits Management

- Role of compensation and benefits in HR and business strategy.
- Key components of total rewards.
- Trends and challenges in compensation management.

Module 2: Job Analysis and Job Evaluation

- Understanding job analysis and its purpose in compensation design.
- Job descriptions and specifications.
- Job evaluation methods: point factor, ranking, and classification systems.

Module 3: Designing Salary Structures and Pay Scales

- Developing pay grades and salary bands.
- Maintaining internal equity and external competitiveness.
- Midpoints, ranges, and progression policies.
- Managing salary adjustments and promotions.

Module 4: Market Pricing and Compensation Surveys

- Conducting compensation benchmarking and salary surveys.
- Analyzing market data and pay positioning.
- Adjusting compensation structures based on market insights.

Module 5: Incentive and Variable Pay Systems

- Principles of pay-for-performance.
- Designing individual, team, and organizational incentive programs.
- Linking bonuses and commissions to measurable results.
- Balancing short-term and long-term incentives.

Module 6: Employee Benefits Management

- Designing effective benefits and perks packages.
- Understanding statutory and non-statutory benefits.
- Managing health, insurance, retirement, and wellness programs.
- Flexible and customized benefits systems.

Module 7: Compensation Policies and Compliance

- Legal and ethical aspects of compensation.
- Pay equity, transparency, and fairness.
- Global compensation considerations.
- Managing compensation communication and employee expectations.

Module 8: Strategic Compensation Planning and Budgeting

- Linking compensation to organizational strategy and performance.
- Budgeting for rewards programs.
- Using HR analytics and KPIs to evaluate compensation effectiveness.
- Case study: Building a total rewards strategy.

Certification

Upon successful completion of all modules, participants will be awarded the Certificate in Compensation and Benefits.

This certification validates their expertise in designing and managing competitive, equitable, and performance-driven compensation systems that support organizational success.

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.

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