



Consulting and Training | Reach New Heights

Course Name

Compensation and Reward Management Masterclass

Sector Name

HR Strategy and Training

Document Type

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Compensation and Reward Management Masterclass

Course Introduction

This comprehensive training program designed to equip professionals with the knowledge and practical tools required to build and manage effective compensation systems.

This training program will provide an in-depth understanding of how compensation decisions impact organizational success and employee satisfaction. Participants will explore the fundamentals of compensation design, performance-based reward strategies, legal compliance, and global compensation practices.

Through interactive exercises, real-world case studies, and expert insights, this masterclass offers a structured approach to creating a competitive and motivating compensation framework that drives business performance and enhances employee engagement.

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Compensation and Reward Management Masterclass

Target Audience

- ✓ Human Resources Managers and Directors.
- ✓ Compensation and Benefits Specialists.
- ✓ HR Business Partners.
- ✓ Business Leaders and Executives.
- ✓ Talent Acquisition and Retention Managers.

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Learning Objectives

- ✓ Define compensation and reward management, including its key components and role in organizational performance.
- ✓ Identify the differences between direct and indirect compensation, as well as intrinsic and extrinsic rewards.
- ✓ Comprehend the importance of fair compensation practices for employee motivation, retention, and attraction.
- ✓ Create a comprehensive compensation philosophy that aligns with organizational values and objectives.
- ✓ Develop job evaluation methods and create a fair, competitive pay structure.
- ✓ Analyze market trends, salary benchmarking, and pay equity to ensure external competitiveness and internal equity.
- ✓ Understand the principles of pay-for-performance and design performance-based reward systems that align with company KPIs.

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Course Outline

✓ DAY 01

Introduction to Compensation and Reward Management

- ✓ Definition of Compensation and Reward Management
- ✓ Importance of Compensation and Rewards in organizational performance
- ✓ Key components: Direct vs. Indirect Compensation, Intrinsic vs. Extrinsic Rewards
- ✓ The role of compensation in talent acquisition, retention, and motivation
- ✓ Key principles of fair compensation practices
- ✓ **Case Study:** Examples of effective compensation practices in leading organizations

Designing Compensation Systems

- ✓ Compensation philosophy and its role in decision-making
- ✓ Components of effective Compensation System
- ✓ Job analysis and job evaluation methods
- ✓ Pay structure design: Pay grades, pay bands, and pay ranges
- ✓ External competitiveness vs. internal equity
- ✓ Salary benchmarking and market data
- ✓ Aligning compensation strategy with company values and objectives
- ✓ Practical Application

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Course Outline

✓ Day 02

Pay for Performance - Linking Compensation to Organizational Goals

- ✓ The concept of Pay-for-Performance (P4P)
- ✓ Types of performance-based compensation: Bonus, commissions, incentive plans
- ✓ Performance appraisal methods: Rating scales, 360-degree feedback, etc.
- ✓ Aligning individual performance with company KPIs
- ✓ Legal and ethical considerations in performance-based rewards
- ✓ Group Exercise: Designing an incentive plan based on organizational goals
- ✓ Employee Benefits and Total Rewards Strategy
- ✓ Components of employee benefits: Health insurance, retirement plans, paid time off, etc.
- ✓ The Total Rewards framework
- ✓ Importance of work-life balance and flexible work options
- ✓ Benefits communication and employee perception
- ✓ Designing a benefits package based on employee needs and organizational budget
- ✓ **Case Study:** Designing a Total Rewards program for a company with diverse needs

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Course Outline

✓ Day 03

Legal Considerations in Compensation and Rewards

- ✓ Employment laws impacting compensation: Fair Labor Standards Act (FLSA), Equal Pay Act, etc.
- ✓ Anti-discrimination laws and equal pay for equal work
- ✓ Exempt vs. non-exempt employees
- ✓ Managing overtime, bonuses, and other legally required benefits
- ✓ International compensation and compliance issues
- ✓ Case Studies

Developing a Comprehensive Compensation Strategy

- ✓ Steps to developing a compensation strategy
- ✓ Alignment of compensation with organizational mission, vision, and values
- ✓ Measuring the effectiveness of compensation and reward systems
- ✓ Cost-control and budget management in compensation planning
- ✓ Managing executive compensation and equity-based rewards
- ✓ Practical Application

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✓ Day 04

Communicating Compensation and Rewards

- ✓ The importance of transparency in compensation communication
- ✓ How to communicate compensation packages to new hires and existing employees
- ✓ Dealing with compensation dissatisfaction and complaints
- ✓ Creating compensation and reward policies that are clear and consistent
- ✓ The role of HR in managing employee expectations
- ✓ Role-playing: Communicating a compensation increase to an employee

Motivation and Behavioral Theories in Compensation

- ✓ Overview of motivation theories
- ✓ Applying motivational theories to compensation and rewards
- ✓ Intrinsic vs. Extrinsic motivation: Balancing monetary and non-monetary rewards
- ✓ Building a motivational rewards strategy
- ✓ Practical Application

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✓ Day 05

Managing Compensation Across Diverse Workforces

- ✓ Managing compensation for different employee segments: Full-time, part-time, remote, and freelance workers
- ✓ Cross-cultural compensation issues and international salary structures
- ✓ Gender pay equity and addressing pay gaps
- ✓ Addressing generational differences in reward preferences (e.g., Baby Boomers vs. Millennials)
- ✓ Equity in reward distribution
- ✓ Case Studies

Trends in Compensation and Reward Management

- ✓ The rise of flexible benefits and cafeteria plans
- ✓ Pay transparency and its impact on workplace culture
- ✓ AI and data analytics in compensation decisions
- ✓ The role of financial wellness programs in compensation
- ✓ Future of work: Remote and hybrid work compensation models
- ✓ Case Studies.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Jan. 31, 2027	Feb. 4, 2027	5 days	4250.00 \$	KSA , Riyadh
March 14, 2027	March 18, 2027	5 days	4250.00 \$	KSA , Riyadh
June 8, 2026	June 12, 2026	5 days	4250.00 \$	UAE , Dubai
Aug. 31, 2026	Sept. 4, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Oct. 5, 2026	Oct. 9, 2026	5 days	4950.00 \$	England , London
March 14, 2027	March 18, 2027	5 days	4250.00 \$	KSA , Riyadh

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