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Course Name

The Compensation & Rewards Practitioner

Sector Name

HR Strategy and Training

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The Compensation & Rewards Practitioner

Course Introduction

The Compensation & Rewards Practitioner program offers a structured and practical learning journey into the essential building blocks of organizational rewards and compensation practices. The course equips HR professionals with the ability to implement and support compensation decisions through fair internal structures, informed market benchmarking, well-designed pay ranges, and measurable incentive logic.

Participants will gain applied experience in salary structuring, variable pay planning, benefits alignment, recognition strategy, rewards communication, and cost-aware compensation budgeting.

The program emphasizes real-world HR reward execution without reliance on copied frameworks, ensuring participants build competency in designing and communicating rewards that are sustainable, equitable, and organization-focused.

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Target Audience

✓ HR officers and HR business partners
✓ Compensation and payroll coordinators
✓ Talent & employee engagement specialists
✓ Functional HR professionals supporting rewards implementation
✓ Managers involved in team pay discussions and reward follow-ups
✓ HR professionals transitioning into compensation & rewards roles

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Learning Objectives

- ✓ Apply compensation benchmarking and pay structuring fundamentals.
- ✓ Build and interpret organizational pay ranges and salary bands.
- ✓ Support variable pay and incentive eligibility planning.
- ✓ Draft and structure reward policies that reinforce fairness and engagement.
- ✓ Contribute to compensation budgeting and cost planning cycles.
- ✓ Prepare accurate and decision-focused meeting minutes for reward discussions.
- ✓ Communicate rewards transparently to employees and stakeholders.
- ✓ Leverage both monetary and non-monetary reward drivers effectively.
- ✓ Understand reward committee coordination and follow-up processes.
- ✓ Align rewards with employee motivation, retention, and performance outcomes.

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Course Outline

✓ DAY 01

Rewards Philosophy & Compensation Fundamentals

- ✓ Understanding reward philosophy and total rewards components
- ✓ Fixed vs. variable pay fundamentals
- ✓ Role of compensation in employee behaviour and retention
- ✓ Pay structure anatomy
- ✓ Reward ethics and transparency principles

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Course Outline

✓ Day 02

Market Benchmarking & Pay Range Structuring

- ✓ Salary benchmarking methodology
- ✓ Pay ranges and salary band basics
- ✓ Internal equity alignment
- ✓ Structuring job-based pay ranges
- ✓ Applied pay comparison exercises

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Course Outline

✓ Day 03

Incentives & Variable Pay Planning

- ✓ Types of incentives (performance, retention, project, sales, etc.)
- ✓ Incentive eligibility planning
- ✓ Variable pay measurement basics
- ✓ Incentive structuring logic
- ✓ Incentive scenario simulations

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Course Outline

✓ Day 04

Benefits, Recognition & Non-Cash Rewards

- ✓ Organizational benefits structuring fundamentals
- ✓ Recognition and engagement reward levers
- ✓ Designing non-cash reward approaches
- ✓ Linking wellbeing initiatives to rewards
- ✓ Applied recognition planning

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Course Outline

✓ Day 05

Rewards Budgeting, Committee Coordination & Communication

- ✓ Compensation budgeting fundamentals
- ✓ Cost awareness and reward planning
- ✓ Preparing HR reward meeting minutes and recommendations
- ✓ Rewards communication best practices
- ✓ Follow-up process and employee reward messaging lab

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Feb. 1, 2027	Feb. 5, 2027	5 days	4250.00 $	UAE , Dubai
June 13, 2027	June 17, 2027	5 days	4250.00 $	KSA , Riyadh
Sept. 13, 2027	Sept. 17, 2027	5 days	4250.00 $	UAE , Abu Dhabi
Dec. 14, 2026	Dec. 18, 2026	5 days	4950.00 $	England , London

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