



HUMAN RESOURCES AND TRAINING

Certified Compensation and Benefits Professional

Course code: HRT-038

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Compensation and benefits are among the most critical drivers of employee attraction, motivation, and retention. Organizations that fail to design fair, competitive, and structured reward systems often face high turnover, low engagement, and difficulty attracting top talent. A well-designed compensation and benefits strategy ensures internal fairness, external competitiveness, and alignment with organizational goals and performance outcomes. This programme is designed to equip HR professionals with the practical knowledge and tools required to design, implement, and manage effective compensation and benefits systems that support business strategy and workforce engagement.

Why Attend

This programme combines analytical tools with real-world HR applications:

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- Real compensation and benefits case studies
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- Interactive workshops and group exercises
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Who Should Attend

HR Managers and Compensation Specialists
Payroll and Benefits Professionals
Reward and Total Rewards Analysts
HR Business Partners
Talent Management Professionals
Finance professionals involved in payroll and compensation design

— Learning Objectives

- Understand principles of compensation and benefits management
- Design competitive and fair salary structures
- Apply job evaluation and grading systems
- Develop benefits and reward strategies aligned with business goals
- Ensure internal equity and external competitiveness
- Analyze market salary data and benchmarks
- Improve employee motivation through reward systems

Course Outline

DAY
1

Fundamentals of Compensation and Benefits

- Introduction to total rewards systems
- Role of compensation in HR strategy
- Principles of fairness, equity, and competitiveness
- Components of compensation packages
- Fixed vs variable pay structures
- Overview of global reward trends

DAY
2

Job Evaluation and Grading Systems

- Job analysis and role profiling
- Job evaluation methods and techniques
- Point factor and ranking systems
- Creating job grades and salary bands
- Ensuring internal equity
- Practical exercise: job evaluation

DAY
3

Salary Structures and Pay Design

- Designing salary structures and pay ranges
- Market pricing and benchmarking techniques
- Pay progression and increment systems
- Managing pay disparities
- Salary structure alignment with business strategy
- Case study: building a salary structure

DAY
4

Benefits and Reward Strategies

- Types of employee benefits (mandatory and voluntary)
- Designing competitive benefits packages
- Incentives and performance-based rewards
- Non-financial rewards and recognition systems
- Total rewards approach
- Practical workshop: benefits strategy design

DAY

5

Implementation, Compliance and Best Practices

- Implementing compensation and benefits systems
- Budgeting and cost control in rewards
- Legal and compliance considerations
- Communication of reward policies
- Monitoring and reviewing compensation systems
- Final case study and action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	London - United Kingdom	€2,125
16 - 20 November 2026	Amsterdam - Netherlands	€2,125
7 - 11 December 2026	Paris - France	€2,250
21 - 25 December 2026	Munich - Germany	€1,725
11 - 15 January 2027	Amsterdam - Netherlands	€2,125
8 - 12 February 2027	Kuala Lumpur - Malaysia	€1,400
8 - 12 March 2027	London - United Kingdom	€2,100
12 - 16 April 2027	Barcelona - Spain	€1,925

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.