

HR Compensation, Benefit & Reward

Course code: HRT-024



SPARK TRAINING

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

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

The Compensation, Benefit and Reward training course provides the latest research and best practice examples to explore reward strategies from administrative, strategic, and human perspectives. Effective reward management directly influences performance, productivity, employee retention, attitude, and the overall well-being of an organization. Compensation, salary, benefits, and recognition—collectively referred to as "reward"—are essential elements within any organizational framework, whether in small businesses, large corporations, or public and private sectors.

Why Attend

This very practical Compensation, Benefit and Reward training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension, and retention of the information presented. This includes a very interactive presentation style and individual & group activities. Case studies will

Who Should Attend

Human Resource Professionals
Individuals in compensation, benefits, or reward roles
HR staff managing benefits or reward administration
HR Business Partners
Managers involved in salary, pay, and workplace conditions

— Learning Objectives

- Explain the economic, psychological, and motivational factors that influence reward systems
- Evaluate the role of reward strategies and policies within an organization
- Assess their organization's fairness and equity in terms of reward distribution
- Advocate for the use of non-financial rewards in attracting, retaining, and motivating talent
- Describe the advantages of a total-reward approach to compensation

Course Outline

DAY
1

Day One: The Context of Reward Management

- Introduction to HR reward issues
- Managing reward
- The changing psychological contract
- The importance of the total reward approach
- An introduction to reward strategy

DAY
2

Day Two: Benefits, Performance-Related Pay, and Motivation

- The psychology of motivation
- Performance Management
- Performance-related pay
- Employee Benefits
- Flexible benefit systems

DAY
3

Day Three: Job Analysis, Job Evaluation, and Equity

- An introduction to Job or Occupational Analysis (JA)
- An introduction to Job Evaluation (JE)
- Salary and pay surveys
- Inequality in reward – causes
- Inequality in reward – solutions

DAY
4

Day Four: Non-financial Rewards, Appraisal, and Empowerment

- Non-financial rewards
- Employee Participation
- Employee Engagement
- Why appraisal fails
- Overcoming the main issues with performance appraisal

DAY
5

Day Five: Creating a Reward Strategy

- Understanding strategy
- Developing a reward strategy
- CIPD Pay management survey
- Executive and Expatriate reward issues

- Personal action planning

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— 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.