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HR Compensation & Benefits Management Training Course



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Introduction

In all organizations, human resources is the most significant expense. Therefore, the compensation and benefits administration must be of the highest quality. Well-trained Remuneration staff can monitor the systems and add a strategic perspective.

This HR compensation and benefits management course offers a comprehensive overview of benefits administration. It explores the Strategic dimensions - how the entire process can deliver value for money and support the organization in achieving its goals.

Participants in the HR compensation and benefits management course will learn how to tailor reward strategies to cope with societal and organizational changes and balance employee participation with corporate objectives and profitability.

This training course offers a pathway to obtaining the HR compensation and benefits certification. This recognition attests to the participant's expertise in the field. With this certification, professionals signal tangible competencies in compensation management and benefits administration.

Participants who complete the HR compensation and benefits management program will have the distinction of a certified compensation and benefits professional, positioning themselves as experts equipped with best practices to manage compensation and benefits effectively within their organizations.

Why Choose This Course?

Choosing this HR compensation and benefits course offers many advantages, including the opportunity to become a certified Compensation and Benefits Manager. The program's curriculum is aligned with the best compensation and benefits certification available, ensuring a high learning and professional development standard.

Whether it's compensation training for managers or benefits administration training for HR professionals, this HR compensation and benefits management course covers all the critical components for successful HR compensation training and benefits management certification.

Targeted Groups

- HR managers.
- HR professionals working in the function who wish to acquire relevant knowledge and skills.
- HR professionals are seeking to broaden their understanding of this critical function.

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Course Objectives

By the end of the HR compensation and benefits management course, participants will be able to:

- Understand Reward philosophy and strategy.
- Explore the effective management of human resources.
- Evaluate new practices beneficial for their organization.
- Contribute more to the what and how of reward management.
- Understand what a robust benefits strategy should include.
- Explain the fundamental principles and components of compensation.
- Apply processes in compensation: job analysis, job descriptions, and Job Evaluation.

Target Competencies

- Reward management.
- Compensation and benefits.
- Strategic design.
- Problem-solving.
- Self-development.

Course Content

Unit 1: Compensation and Benefits - Good Organizational Practice

- Philosophy of reward.
- Pay structures and systems.
- The psychological contract.
- Reward strategies.
- Job grades.
- Career mapping.
- Job evaluation.
- Conducting pay surveys and market comparisons.

Unit 2: Compensation and Benefits in Context Motivation Models

- Performance management.
- Competency frameworks.
- Performance-related and contingent pay.
- The relationship between money and motivation.
- Team rewards.
- Recognition schemes.
- Implementing upward and 360 appraisals.
- Contingent pay.

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Unit 3: The International Perspective

- Global compensation and benefits trends.
- Multinational reward systems.
- Human resource planning in diverse labor markets.

Unit 4: Equality and Diversity

- Ensuring recognition schemes are inclusive.
- Diversity management and its impact on compensation.
- Establishing equal pay.
- Conducting equal pay audits.
- In-depth job analysis techniques.

Unit 5: Change Management

- Navigating dynamic organizational structures.
- Change management strategies and their impact on rewards.
- The evolving employment relationship and compensation practices.

Unit 6: Employee Involvement

- Fostering employee engagement.
- The role of employee participation in benefits administration.
- Working with trades unions and works councils.
- Facilitate consultation

Unit 7: Current Good Practice

- Implementing flexible benefits schemes.
- Understanding the implications of the national minimum wage.
- Tailored compensation for sales staff.
- Exploring profit-sharing models.
- Case study analysis.
- Action planning for continuous improvement.