

Compensation and Benefits in Human Resource Dynamics

Human Resource
Kigali (Rwanda)
25 - 29 Aug 2025

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A large, stylized image of chess pieces on a checkered board. In the foreground, a large gold king piece stands prominently. To its left are two silver pieces: a pawn and a knight. The background features concentric circles and a checkered pattern, suggesting a strategic or competitive environment.

Compensation and Benefits in Human Resource Dynamics

Ref: 3009_128052 **Date:** 25 - 29 Aug 2025 **Location:** Kigali (Rwanda) **Fees:** 3300 **Euro**

Course Description

This comprehensive 5-day course equips HR professionals with the knowledge and skills to develop and manage effective compensation and benefits programs. Participants will explore key concepts, strategies, and best practices in total rewards management, enabling them to create competitive and sustainable compensation structures that align with organizational goals.

Learning Objectives

- Develop a strategic approach to compensation and benefits management
- Master job evaluation techniques and market pricing strategies
- Design and implement performance-based pay systems
- Create comprehensive benefits packages that meet employee needs
- Analyze the impact of compensation and benefits on organizational performance

Course Modules

Day 1: Foundations of Compensation and Benefits

- Introduction to total rewards management
- Compensation philosophy and strategy
- Legal and regulatory considerations
- Compensation benchmarking and market analysis

Day 2: Job Evaluation and Salary Structures

- Job analysis and documentation
- Point factor and market-based job evaluation methods
- Developing pay grades and ranges
- Salary structure design and administration

Day 3: Performance-Based Pay and Incentives

- Linking pay to performance
- Short-term and long-term incentive plans
- Sales compensation strategies
- Executive compensation considerations

Day 4: Employee Benefits and Total Rewards

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in the bottom right corner. The text 'UK Training' is above 'PARTNER' in a bold, black, sans-serif font.

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- Core and voluntary benefit options
- Health and wellness program design
- Retirement and savings plans
- Work-life balance initiatives

Day 5: Strategic Implementation and Communication

- Aligning compensation with business strategy
- Cost modeling and budgeting
- Effective communication of compensation and benefits
- Measuring program effectiveness and ROI

Practical Wins for Participants

- Develop a comprehensive compensation philosophy for their organization
- Create a market-competitive salary structure using job evaluation techniques
- Design a performance-based pay system aligned with organizational goals
- Craft a total rewards strategy that enhances employee engagement and retention

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