

Compensation Packages and Payrolls Structure Masterclass

Human Resource
Kigali (Rwanda)
13 - 17 Oct 2025

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Compensation Packages and Payrolls Structure Masterclass

Ref: 321499_128523 **Date:** 13 - 17 Oct 2025 **Location:** Kigali (Rwanda) **Fees:** 3300 **Euro**

Course Description

This comprehensive 5-day course focuses on the essential elements of employee reward systems and payroll structures. Participants will learn to design, implement, and manage effective compensation packages that align with organizational goals and market trends. The course covers reward philosophies, salary structures, performance-related pay, benefits, and international considerations.

Learning Objectives

- Develop a strategic approach to compensation management
- Design and implement effective salary structures
- Create performance-based reward systems
- Analyze and integrate market pay data
- Understand legal and ethical considerations in compensation
- Manage international and expatriate compensation issues

Course Modules

Day 1: Introduction to Reward Systems

- Reward management fundamentals
- Compensation philosophies and strategies
- Labor markets and economic theories
- Factors affecting pay levels

Day 2: Salary Structures

- Job analysis and evaluation
- Types of pay structures
- Developing pay grades and ranges
- Integrating market data

Day 3: Performance-Based Rewards

- Performance-related pay systems
- Skill and competency-based pay
- Team rewards
- Linking rewards to organizational performance

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: Benefits and Allowances

- Types of employee benefits
- Designing flexible benefit systems
- Pension schemes
- Special allowances and overtime

Day 5: International and Strategic Considerations

- International pay strategies
- Expatriate compensation
- Legal and ethical considerations
- Strategic alignment of reward systems

Practical Wins for Participants

- Ability to design a comprehensive compensation strategy
- Skills to create and manage pay structures
- Knowledge to implement performance-based reward systems
- Expertise in aligning compensation with organizational goals

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