Compensation Packages and Payrolls Structure Masterclass

8 – 12 February 2027
Lisbon (Portugal)



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Why This Course

Effective reward systems and well-structured compensation packages are critical to attracting, motivating, and retaining talent. Organizations that align pay and benefits with business objectives, market trends, and performance metrics create a competitive advantage while fostering employee engagement and satisfaction.

This intensive 1-week course equips HR professionals and managers with the knowledge, tools, and practical skills to design, implement, and manage comprehensive reward and payroll systems. Participants will gain hands-on experience in creating fair, motivating, and strategically aligned compensation programs.

What You'll Learn and Practice

By attending this program, you will:

- Develop a strategic approach to compensation management
- Design effective salary structures and pay grades
- Create performance-based and competency-driven reward systems
- Analyze and integrate market pay data into compensation strategies
- Navigate legal, ethical, and international compensation considerations
- Align reward systems with organizational objectives and workforce needs

The Program Flow

Day 1: Introduction to Reward Systems

- Fundamentals of reward management
- Compensation philosophies and strategies
- Labor markets and economic influences on pay
- Factors affecting employee compensation levels

Day 2: Salary Structures

- Conducting job analysis and evaluation
- Types of pay structures and models
- Developing pay grades, ranges, and salary scales
- Integrating market benchmarking data



Day 3: Performance-Based Rewards

- Designing performance-related pay systems
- Skill and competency-based reward programs
- Team and group incentive schemes
- Linking rewards to organizational performance

Day 4: Benefits and Allowances

- Overview of employee benefits programs
- Designing flexible and attractive benefits systems
- Pension schemes and retirement planning
- Special allowances, overtime pay, and perks

Day 5: International and Strategic Considerations

- Developing international pay strategies
- Managing expatriate compensation and allowances
- Legal and ethical considerations in reward management
- Ensuring strategic alignment of rewards with business objectives

Individual Impact

Participants will leave the course with:

- The ability to design a comprehensive, fair, and motivating compensation strategy
- Skills to create and manage salary structures and pay scales
- Expertise in developing performance-based and competency-driven reward systems
- Knowledge to integrate market data and align compensation with organizational goals

Organizational Impact

Organizations will benefit through:

- Competitive and equitable pay structures that attract and retain talent
- Improved employee motivation and performance through strategic reward systems
- Enhanced compliance with legal, ethical, and international compensation standards
- Stronger alignment of human capital strategies with organizational objectives

Training Methodology

This course emphasizes practical application through:



- Real-world case studies and examples of reward systems
- Interactive exercises for designing pay structures and incentive plans
- Group discussions on challenges in compensation management
- Tools, templates, and frameworks for immediate workplace implementation

Beyond the Course

Upon completion, participants will be able to:

- Design, implement, and manage effective reward and payroll systems
- Align compensation strategies with performance, market trends, and business goals
- Navigate complex legal, ethical, and international considerations
- Drive employee engagement and organizational success through strategic rewards

This program provides a practical and strategic roadmap for HR professionals seeking to elevate their organization's reward and compensation practices.

