

Compensation Packages and Payrolls Structure Masterclass

Human Resource
Düsseldorf (Germany)
25 - 29 Aug 2025

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A close-up photograph of chess pieces on a checkered board. In the foreground, a large, ornate gold king piece stands prominently. To its left, a smaller silver pawn is visible. Further back, another silver pawn is positioned. The background features a series of concentric, light gray circles that create a sense of depth and focus on the king piece.

Compensation Packages and Payrolls Structure Masterclass

Ref: 321499_131112 **Date:** 25 - 29 Aug 2025 **Location:** Düsseldorf (Germany) **Fees:** 4200 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. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. The board is checkered, and there are concentric circles in the background.

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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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