

# Compensation Packages and Payrolls Structure

Human Resources  
Vienna (Austria)  
24 - 28 Feb 2025

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The image features a chessboard with several chess pieces. In the foreground, a large gold king piece stands prominently on a dark square. To its left, a silver pawn is on a light square. Further left, another silver pawn is on a dark square. The background consists of a light gray gradient with a series of concentric, semi-transparent circles centered behind the king piece, creating a ripple effect. The overall aesthetic is professional and strategic.

## Compensation Packages and Payrolls Structure

**Ref:** 321499\_135515 **Date:** 24 - 28 Feb 2025 **Location:** Vienna (Austria) **Fees:** 4400 Euro

### Introduction:

Successful management and motivation of employees is linked to employee reward systems. There is much correlation between organizational success and effective reward systems, demonstrating that how employees are rewarded should be linked directly to their overall value to the organization. This program, Compensation Packages and Payrolls Structures focuses on the essential elements of employee reward, proposes a holistic approach to reward systems, and provides delegates with sufficient input to get started in this fascinating area of HR.

### Course Objectives of Compensation Packages and Payrolls Structure

- Discuss the concepts of reward systems
- State the elements of reward systems
- State the purpose of reward systems from the organizational and employee perspectives
- Compare different types of salary and pay structures
- Consider the impact of performance-related pay
- State the uses of different types of benefits and allowances
- List factors impacting on International pay and expatriate rewards

### Course Outlines of Compensation Packages and Payrolls Structure

#### Day 1

##### Introduction to Reward Systems:

- Defining the roles of HR and line management
- Introduction to reward systems
- The elements of reward
- Reward Management
- Labour markets and economic theories
- Reward philosophies, strategies, and policies
- Factors affecting pay levels

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it. The pieces are gold and silver. The board is white and black squares. In the background, there are concentric circles radiating from the center.

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## Day 2

### Salary Structures:

- Definition of a salary structure
- Pay structures - purpose
- Graded pay structures
- Broad-banding
- Individual job range structures
- Job family structures
- Pay curves
- Spot rate structures
- Pay spines
- Integrated pay structures

## Day 3

### Rewarding Individuals and Teams:

- Performance-related pay
- PRP as a motivator
- Performance management and reward
- Blue-collar incentives
- Skill and competency-based pay
- Team rewards
- The link to organizational performance

## Day 4

### Benefits Allowances and Pensions:

- Non-financial rewards
- Benefits and allowances
- Pension schemes
- Employee benefits strategy and policies
- Flexible benefit systems
- Location and subsistence allowances
- Overtime and shift payments
- Stand-by and call-out allowances

## Day 5

### International and Expatriate Considerations:

- International pay
- Expatriates rewards
- Home or host-based approach
- Managing reward systems

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

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- Consolidation exercise
- Review of whole course
- Developing personal development plans

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