

# € TRAINING

Total Rewards





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## Introduction:

This training program provides participants with a comprehensive understanding of total rewards management, encompassing compensation, benefits, recognition, and work-life balance initiatives within organizations. It empowers them to attract, retain, and motivate talent while fostering a culture of engagement and productivity.

## Program Objectives:

At the end of this program, participants will be able to:

- Understand the principles and components of total rewards management.
- Learn strategies for aligning total rewards with organizational goals and objectives.
- Develop skills in designing and implementing competitive compensation and benefits programs.
- Gain insights into employee recognition and work-life balance initiatives.
- Enhance capabilities in evaluating and optimizing total rewards programs for maximum impact.

## Targeted Audience:

- HR Managers.
- Compensation and Benefits Specialists.
- Total Rewards Analysts.
- Talent Acquisition Professionals.
- Employee Relations Managers.
- Organizational Development Specialists.

## Program Outline:

### Unit 1:

#### Introduction to Total Rewards Management

- Overview of total rewards concepts, principles, and frameworks.
- Understanding the role of total rewards in attracting, retaining, and motivating talent.

- Aligning total rewards strategies with organizational objectives and culture.
- Analyzing the impact of total rewards on employee engagement and performance.
- Case studies on successful total rewards management practices.

## Unit 2:

### Compensation Management:

- Principles of compensation management and salary structures.
- Designing competitive compensation packages to attract and retain talent.
- Conducting job analysis and evaluation to determine equitable pay.
- Steps for implementing pay-for-performance and variable pay programs.
- Practical exercises on designing and benchmarking compensation programs.

## Unit 3:

### Benefits Administration:

- Overview of employee benefits programs, including health, retirement, and wellness benefits.
- Steps for designing and managing benefits packages to meet diverse employee needs.
- Evaluating and selecting benefits providers and vendors.
- Communicating and educating employees about benefits offerings.

## Unit 4:

### Employee Recognition and Engagement:

- Importance of employee recognition in enhancing engagement and morale.
- Steps for implementing employee recognition programs and initiatives.
- Creating a culture of appreciation and acknowledgment within the organization.
- Evaluating the effectiveness of employee recognition strategies.
- Real-world examples of successful employee recognition programs.

## Unit 5:



## Work-Life Balance Initiatives:

- Understanding the significance of work-life balance in employee well-being and productivity.
- Steps for implementing flexible work arrangements and telecommuting programs.
- Providing support for employee wellness, mental health, and family needs.
- Balancing organizational goals with employee work-life balance preferences.
- Case studies on effective work-life balance initiatives in diverse workplaces.