


# € TRAINING

Compensation Packages and Salary  
Structure



2 - 6 December 2024  
Casablanca (Morocco)  
New Hotel



# Compensation Packages and Salary Structure

REF: H237 DATE: 2 - 6 December 2024 Venue: Casablanca (Morocco) - New Hotel Fee: 3685 Euro

## Introduction:

This training program delves into advanced strategies and contemporary approaches in compensation management, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective compensation practices and drive organizational success.

## Program Objectives:

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

- Understand the fundamentals of compensation packages and salary structure.
- Develop competitive and equitable salary structures.
- Implement effective compensation strategies to attract and retain talent.
- Analyze and adjust compensation packages based on market trends.
- Align compensation strategies with organizational goals.

## Targeted Audience:

- HR Managers.
- Compensation and Benefits Specialists.
- HR Consultants.
- Payroll Managers.
- Organizational Development Professionals.

## Program Outline:

### Unit 1:

#### Fundamentals of Compensation Packages:

- Overview of compensation and benefits.
- Components of a comprehensive compensation package.
- Legal and regulatory considerations in compensation.

- Understanding employee value proposition.
- Compensation strategy development.

## Unit 2:

### Designing Salary Structures:

- Principles of salary structure design.
- Job evaluation methods.
- Pay grades and pay ranges.
- Market pricing and benchmarking.
- Salary structure implementation.

## Unit 3:

### Compensation Strategies and Practices:

- Developing competitive compensation strategies.
- Performance-based pay systems.
- Incentive and bonus plans.
- Equity compensation and long-term incentives.
- Balancing internal equity and external competitiveness.

## Unit 4:

### Market Analysis and Compensation Adjustments:

- Conducting compensation surveys.
- Analyzing market data and compensation trends.
- Adjusting salary structures based on market analysis.
- Addressing pay compression and salary inversion.
- Communicating compensation adjustments.

## Unit 5:



## Aligning Compensation with Organizational Goals:

- Linking compensation to business strategy.
- Measuring the impact of compensation on performance.
- Compensation governance and oversight.
- Managing compensation during organizational change.
- Best practices in compensation management.