

€ TRAINING

Compensation Benefit Administration
Reward Management



25 - 29 August 2024
Cairo (Egypt)



Compensation Benefit Administration Reward Management

REF: H1774 DATE: 25 - 29 August 2024 Venue: Cairo (Egypt) - Fee: 3520 Euro

Introduction:

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

Program Objectives:

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

- Understand the fundamentals of compensation and benefit administration.
- Develop strategies for competitive and equitable compensation systems.
- Analyze the impact of compensation on employee motivation and retention.
- Implement best practices for benefit administration.
- Utilize tools and techniques for effective reward management.

Targeted Audience:

- HR Managers.
- Compensation and Benefits Specialists.
- Payroll Managers.
- HR Consultants.
- Senior HR Executives.

Program Outline:

Unit 1:

Fundamentals of Compensation and Benefits:

- Overview of compensation and benefits.
- Key principles of reward management.
- Types of compensation base pay, variable pay, incentives.

- Benefits overview health, retirement, work-life balance.
- Legal and regulatory considerations.

Unit 2:

Designing Compensation Systems:

- Job evaluation and pay structures.
- Salary surveys and market benchmarking.
- Developing pay grades and salary ranges.
- Pay for performance strategies.
- Equity and fairness in compensation.

Unit 3:

Benefit Administration:

- Designing and managing benefit programs.
- Health and wellness benefits.
- Retirement and pension plans.
- Work-life balance programs.
- Legal compliance in benefit administration.

Unit 4:

Reward Management Strategies:

- Linking compensation to organizational strategy.
- Employee recognition programs.
- Long-term incentive plans.
- Non-monetary rewards.
- Communicating reward programs to employees.

Unit 5:



Advanced Topics in Compensation and Benefits:

- Global compensation and benefit practices.
- Trends and innovations in reward management.
- Technology solutions for compensation and benefits.
- Measuring the effectiveness of reward programs.
- Future challenges and opportunities in reward management.