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Compensation, Benefit Administration & Reward Management

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Transforming
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Course content

Why Choose this Training Course?

This exciting and innovative Human Resource Management training course will utilise detailed case studies and the latest research to explain reward strategies from an administrative, strategic and human perspective. Managing reward is directly linked to performance, productivity, turnover, attitude and the overall health of an organisation.

Compensation, pay, benefits, salary and praise make up what is called 'reward'. Reward is an integral and vitally important part of the fabric of any organisation, from small to large and from government to private.

This training course will feature:

- Uniquely exploring reward from an administrative, strategic and human perspective
- Focusing on how to design compensation to suit the culture of the workplace
- Covering the strategic impact of motivation and the links to pay
- Looking at case studies of what 'modern' organisations are doing
- Exploring how Human Resources can supply a reward system that assists the organisation in achieving its objectives
- Providing a toolkit of useful practices that you can use after the course

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

- Describe the economic, psychological and motivational concepts that influence reward
- Discuss the role of reward strategies and policies in an organisation
- Assess their own organisation for fairness and equality
- Defend the case for non-financial rewards in attracting, retaining and motivating people
- Design a strategic reward plan

Who is this Training course for?

This training course is suitable to a wide range of professionals but it will greatly benefit:

- Human Resource Professionals
- Those working in or recently transferred to compensation, benefits or reward positions
- HR staff who are responsible for the administration of benefits or reward
- HR Business Partners
- Anyone involved in salary, pay and conditions of work
- Managers and team leaders involved in reward issues

COURSE CONTENT

Day One: The Context of Compensation, Benefit Administration and Reward Management

Introduction to Compensation, Benefits Administration & Reward Management
The psychological contract
Total reward concepts and approaches
Reward Strategy - Identifying what it looks like
Human Resource Strategies and Policies
Pay philosophy and compensation strategy

Day Two: Administration of Reward Equality and Inequality in Pay

The administration of reward
Salary and pay surveys
Job evaluation
Equality in reward
Inequality in reward – causes and solutions
Executive pay & Executive pay gap recording

Day Three: Performance, Performance Related Pay and motivation

Performance Management
Development and training
Performance related pay
Current best practice examples
Contribution related pay
Case study of reward practice at Netflix

Day Four: Non-financial rewards and Empowerment Employee Benefits

Non-financial rewards
Employee Participation
Employee Engagement
Employee Benefits
Flexible benefit systems and Cafeteria rewards
The role of Pensions

Day Five: Total Remuneration Creating a reward strategy

Total Remuneration for the whole organisation
Improved performance of the organisation and individual
Developing a reward strategy
CIPD Pay management survey
Review of the Murlis and Wright model of Total rewards
Personal action planning

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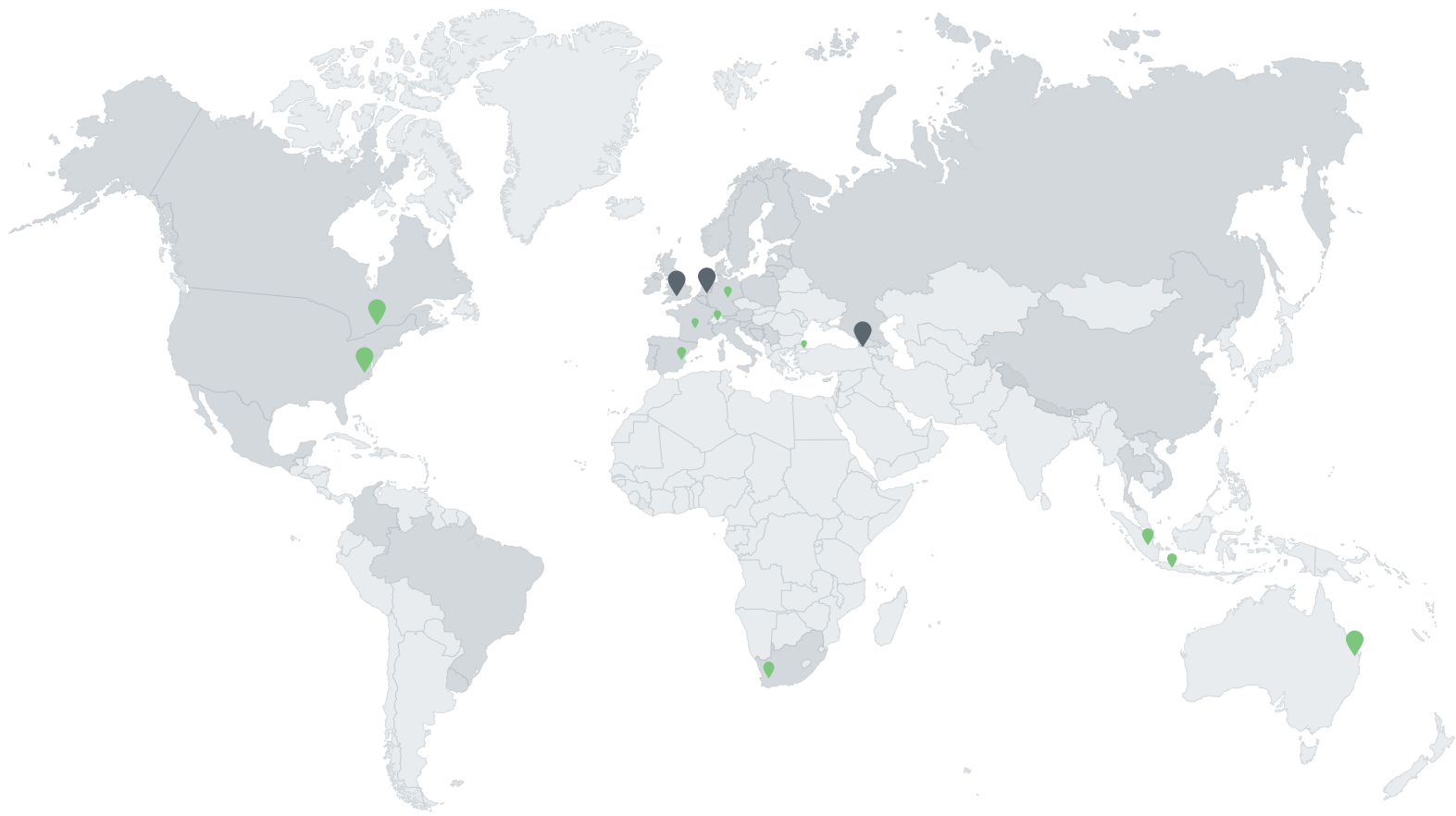
About **informatech** GLOBAL
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informatech is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.



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