



*Training Course:  
Compensation Packages and Salary Structure*

*23 - 27 September 2024  
Milan (Italy)*

## Training Course: Compensation Packages and Salary Structure

Training Course code: HR3041 From: 23 - 27 September 2024 Venue: Milan (Italy) - Training Course Fees: 5250 € Euro

### Introduction

Successful management and motivation of employees are clearly 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 Salary 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 Salary 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 Salary Structure

#### DAY 1 - Introduction to Reward Systems

- Introductions
- Objectives - for the seminar and personal
- 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

#### 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
- Consolidation exercise
- Review of the whole course
- Developing personal development plans
- Programme review, summary and feedback

## Registration form on the Training Course: Compensation Packages and Salary Structure

Training Course code: HR3041 From: 23 - 27 September 2024 Venue: Milan (Italy) - Training Course Fees: 5250 € Euro

Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
3 Oudai street, Aldouki,  
Giza, Giza Governorate,  
Egypt.