Global Horizon
TRAINING CENTER

Training Course:
Mastering Compensation: Strategies for Salary Structure

2 - 6 December 2024
London (UK)
Landmark Office Space - Oxford Street

Training Course:
Mastering Compensation: Strategies for Salary Structure

Training Course code: HR1947 From: 2 - 6 December 2024 Venue: London (UK) - Landmark Office Space - Oxford Street
Training Course Fees: 5250 Euro

Introduction:

Welcome to the training program "Mastering Compensation: Strategies for Salary Structure," designed by Global Horizon Training Center. In this comprehensive program, we will delve into the intricacies of compensation management, focusing specifically on salary structure strategies. Through a combination of theoretical knowledge, practical case studies, and interactive exercises, participants will gain a deep understanding of effective compensation practices to attract, motivate, and retain top talent.

Objectives:

- Understand the importance of salary structure and its impact on organizational success.

- Gain knowledge of various compensation components and their role in creating an effective salary structure.

- Explore strategies for designing and implementing competitive salary structures that align with organizational goals.

- Develop skills to evaluate and benchmark compensation practices against industry standards and market trends.

- Learn methods for communicating salary structures to employees in a transparent and fair manner.

- Identify techniques for managing compensation budgets while ensuring internal equity and external competitiveness.

- Understand legal and regulatory considerations related to compensation and salary structure.

Methodology:

The training program will employ a combination of interactive sessions, group discussions, case studies, practical exercises, and real-world examples to enhance participants' learning experience. The program will encourage active participation, allowing participants to apply concepts and strategies to their specific organizational contexts.

Target Audience:

T h i s   t r a i n i n g   p r o g r a m   i s

individuals involved in designing and managing salary structures within their organizations. It is also suitable for business owners, managers, and executives who wish to gain a comprehensive understanding of compensation management principles.

Outlines:

Day 1:

Introduction to Compensation Management

- Overview of compensation management and its significance in organizational success.

- Understanding the role of salary structure in attracting, motivating, and retaining employees.

- Introduction to the training program and its objectives.

Day 2:

Designing Effective Salary Structures

- Key components of a salary structure: base salary, incentives, bonuses, and benefits.

- Analyzing job roles and responsibilities to determine appropriate salary levels.

- Establishing salary bands and grade levels.

- Conducting market research and benchmarking to ensure competitiveness.

Day 3:

Implementing Salary Structures

- Strategies for communicating salary structures to employees.

- Ensuring fairness and transparency in compensation practices.

- Addressing employee concerns and managing expectations.

- Legal and regulatory considerations in implementing salary structures.

Day 4:

Managing Compensation Budgets

- Techniques for aligning compensation budgets with organizational goals.

- Balancing internal equity and external competitiveness.

- Evaluating and adjusting compensation plans to reflect changing market conditions.

- Strategies for cost containment without compromising employee satisfaction.

Day 5:

Advanced Topics in Compensation Management

- Incentive and variable pay structures.

- Executive compensation and equity-based rewards.

- Emerging trends and best practices in compensation management.

- Case studies and interactive exercises to apply learned concepts.

Registration form on the Training Course:
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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): ....
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Payment Method

☐ Please find enclosed a cheque made payable to Global Horizon

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