



*Training Course:
Mastering Compensation: Strategies for Salary
Structure*

*22 - 26 September 2025
Milan (Italy)*

Training Course: Mastering Compensation: Strategies for Salary Structure

Training Course code: HR1947 From: 22 - 26 September 2025 Venue: Milan (Italy) - Training Course Fees: 5500 € 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:

This training program is designed for HR professionals, compensation and benefits managers, HR consultants, and 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: Mastering Compensation: Strategies for Salary Structure

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