Global Horizon
TRAINING CENTER

Training Course:
Leading Structural Change in Wages and
Compensation for Oracle and SAP

27 - 31 October 2025
Barcelona (Spain)
Grupotel Gran Via 678

Training Course:
Leading Structural Change in Wages and Compensation for Oracle and SAP

Training Course code: HR235469 From: 27 - 31 October 2025 Venue: Barcelona (Spain) - Grupotel Gran Via 678 Training Course Fees: 5500 Euro

Introduction

This comprehensive training program is designed to equip HR professionals, managers, and IT specialists with the knowledge and skills required to lead structural changes in wages and compensation using Oracle and SAP systems. Participants will gain a deep understanding of how to implement and manage compensation strategies that align with organizational goals, ensuring fairness and compliance while leveraging the powerful functionalities of Oracle and SAP.

Target Audience

- HR Professionals

- Compensation and Benefits Managers

- IT Specialists involved in HR systems

- HR Consultants

- Organizational Development Managers

Objectives

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

1. Understand the principles and importance of structural changes in wages and compensation.

2. Analyze and design compensation structures using Oracle and SAP.

3. Implement effective compensation strategies that align with organizational objectives.

4. Ensure compliance with legal and regulatory requirements.

5. Utilize Oracle and SAP functionalities to manage and monitor compensation changes effectively.

Outlines:

Day 1:

Introduction to Structural Changes in Wages and Compensation

- Understanding structural change: concepts and importance

- Overview of compensation management

- Key components of a compensation strategy

- Introduction to Oracle and SAP in compensation management

- Case studies on successful structural changes

Day 2:

Designing Compensation Structures

- Analyzing current wage and compensation structures

- Best practices for designing equitable compensation plans

- Using Oracle and SAP to create and modify compensation structures

- Tools and techniques for salary benchmarking

- Practical exercises: Designing a compensation structure

Day 3:

Implementing Compensation Strategies

- Steps to implement structural changes in compensation

- Change management principles and practices

- Configuring Oracle and SAP for new compensation plans

- Integrating compensation strategies with overall HR strategy

- Practical exercises: Implementing a compensation plan

Day 4:

Ensuring Compliance and Monitoring

- Legal and regulatory considerations in compensation

- Ensuring compliance using Oracle and SAP

- Monitoring and auditing compensation changes

- Reporting and analytics: Leveraging Oracle and SAP functionalities

- Practical exercises: Compliance and monitoring simulations

Day 5:

Advanced Techniques and Best Practices

- Advanced compensation management techniques

- Best practices for ongoing management and improvement

- Using Oracle and SAP for continuous improvement

- Developing a roadmap for future compensation changes

- Practical exercises: Creating a continuous improvement plan

Registration form on the Training Course:
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