



*Training Course:  
Compensation & Benefits Management*

*3 - 7 November 2025  
Kigali (Rwanda)*

## Training Course: Compensation & Benefits Management

Training Course code: HR3028 From: 3 - 7 November 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

### Introduction

In all organizations, Human Resources is the greatest expense, so it is important that the administration of Compensation and Benefits is of the highest quality. Well, trained Remuneration staff are able to monitor the systems in place and add a strategic perspective.

This exciting new program looks at the basic building blocks of effective benefits administration and then goes on to explore the Strategic dimensions - how the whole process can add "value for money" and help the organization achieve its objectives.

The Strategic dimension will focus on the current strategic issues facing organizations today - how to design strategies to cope with change in the societal setting and how to cope with change in the organizational context. We will look at the question of how organizations can encourage participation and engagement and still achieve organizational objectives and profitability.

Delegates can expect to develop a "toolkit" of useful practices that will allow them to scrutinize the existing practices in their organizations and compare them to current good practices.

### Objectives

- As a result of attending this workshop delegates will have developed a clearer understanding of Reward philosophy and strategy
- Have a better understanding of how the component parts of reward strategy fit together
- To explore some of the issues surrounding the effective management of the human resource
- To understand why "staff" are the most expensive resource of the organization
- To evaluate "new" practices that might benefit your organization

### Course Process

The workshop uses a variety of learning methods, including mini-lectures, extended case studies, and self-questionnaires. There will also be small group work, class discussion and multimedia training aids. We will use video clips and up-to-date news items.

### Course Benefits

For delegates to be able to contribute effectively to the compensation and benefits practice and strategy in their organization.

Delegates will be:

- More effective, and contribute more to the what and how of reward management
- Have a firm methodological underpinning of compensation and benefit management
- Clearer about what a Benefits strategy should look like and contain
- And how to develop an appropriate benefits strategy

## Course Results

- Delegates will be better able to contribute more strongly on how to distribute reward
- Delegates will be able to use tools and techniques to help managers be more effective in remuneration planning and strategy
- Delegates will have discussed and practiced some key approaches to strategic design
- Delegates will be better able to contribute more strongly on how to distribute reward

## Core Competencies

- Reward management
- Compensation and benefits
- Strategic design
- Problem-solving
- Self - development

## Outlines

Day One

Compensation and Benefits - Good Organizational Practice

- Philosophy of reward
- Pay structures and systems
- The psychological contract
- Reward strategies
- Job grades

- Career mapping
- Job evaluation
- Pay surveys

## Day Two

### Compensation and Benefits - in Context

#### Motivation Models

- Performance management
- Competency frameworks
- Performance-related pay
- Money and motivation
- Team rewards
- Upward appraisal
- 360 appraisal
- Contingent pay

## Day Three

### The International Perspective

- International Perspectives
- Multinational perspectives
- The labour market and Human Resource Planning

### Equality and Diversity

- Recognition schemes
- Discrimination and diversity
- Equal pay
- Equal pay audits
- Job analysis

## Change Management

- Dynamic organisations
- Change management strategies
- The changing context and nature of the employment relationship

## Day Four

### Employee Involvement

- Employee engagement
- Employee participation
- Trades Unions and Works Councils
- Consultation

## Day Five

### Current Good Practice

- Flexible benefits
- National minimum wage
- Sales staff
- Profit sharing
- Case study
- Review of learning
- Action planning

## Registration form on the Training Course: Compensation & Benefits Management

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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  
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