



*Training Course:  
Compensation & Benefits Management*

*9 - 13 August 2026  
Istanbul (Turkey)  
DoubleTree by Hilton Istanbul Esentepe*

## Training Course: Compensation & Benefits Management

Training Course code: HR236557 From: 9 - 13 August 2026 Venue: Istanbul (Turkey) - DoubleTree by Hilton Istanbul Esentepe Training Course Fees: 5775 € Euro

### Introduction

The Compensation & Benefits Management training program has been designed by Global Horizon Training Center to equip HR professionals and business leaders with the knowledge and practical skills required to develop, implement, and manage competitive compensation and benefits strategies. The program focuses on aligning reward systems with organizational objectives, enhancing employee engagement and retention, ensuring internal equity and external competitiveness, and maintaining compliance with legal and regulatory requirements. Participants will gain practical insights into designing effective total rewards programs that support organizational performance and long-term workforce sustainability.

### Objectives

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

- Understand the principles and components of compensation and benefits management.
- Design competitive salary structures aligned with organizational strategy.
- Conduct job evaluation and salary benchmarking.
- Develop effective incentive and performance-based reward systems.
- Design employee benefits programs that enhance attraction and retention.
- Apply market compensation analysis techniques.
- Ensure fairness, equity, and legal compliance in compensation practices.
- Manage salary reviews and pay administration effectively.
- Evaluate the effectiveness of compensation and benefits programs.
- Develop strategic total rewards frameworks that support organizational performance.

### Course Methodology

This interactive program combines:

- Expert-led presentations
- Practical workshops
- Compensation design exercises
- Job evaluation simulations
- Salary benchmarking activities
- Case studies and real organizational examples
- Group discussions
- HR analytics and reward planning exercises
- Individual and team assignments

## Organizational Impact

Upon successful completion of this program, organizations will benefit from:

- Improved employee attraction and retention
- Competitive and equitable compensation structures
- Increased employee motivation and engagement
- Better alignment between rewards and organizational performance
- Stronger compliance with labor and compensation regulations
- Enhanced workforce productivity
- More effective salary administration processes
- Improved HR decision-making through compensation analytics

## Target Audience

This program is designed for:

- HR Directors
- HR Managers
- Compensation & Benefits Specialists
- Total Rewards Professionals
- Payroll Managers
- HR Business Partners
- Talent Management Professionals
- Finance Managers involved in payroll planning
- Organizational Development Specialists
- Professionals responsible for employee rewards and workforce planning

## Outline

### Day One: Fundamentals of Compensation & Benefits Management

- Introduction to total rewards management
- Strategic role of compensation and benefits
- Components of direct and indirect compensation
- Compensation philosophies and reward strategies
- Internal equity versus external competitiveness
- Legal and ethical considerations in compensation
- Compensation trends and best practices
- Overview of salary administration systems
- Case study: Building an effective compensation strategy

## Day Two: Job Evaluation and Salary Structure Design

- Principles of job analysis and job evaluation
- Job grading and classification methods
- Developing salary bands and pay structures
- Market pricing and salary surveys
- Salary benchmarking techniques
- Pay compression and salary equity
- Managing compensation budgets
- Designing transparent pay structures
- Workshop: Building a salary grading framework

## Day Three: Incentive Plans and Employee Benefits

- Designing short-term and long-term incentive plans
- Performance-based compensation systems
- Variable pay and bonus structures
- Recognition and reward programs
- Employee benefits planning
- Health, retirement, and insurance benefits
- Flexible benefits and wellness programs
- Executive compensation overview
- Workshop: Designing a total rewards package

## Day Four: Compensation Administration and Compliance

- Salary review and merit increase processes
- Payroll coordination and compensation administration
- Managing promotions and salary adjustments
- Compensation governance and policy development
- Compliance with labor laws and taxation requirements
- Equal pay and pay transparency
- Managing compensation risks
- HR metrics for compensation management
- Practical exercise: Compensation decision-making scenarios

## Day Five: Strategic Total Rewards and Future Trends

- Aligning compensation with business strategy
- Workforce planning and reward optimization
- Employee engagement through rewards
- Measuring return on investment ROI of compensation programs

- Compensation analytics and HR dashboards
- Digital transformation in compensation management
- Future trends in total rewards and employee experience
- Developing an organizational compensation action plan
- Final workshop: Designing a comprehensive Compensation & Benefits strategy
- Program review and action planning.

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

**Training Course code:** HR236557 **From:** 9 - 13 August 2026 **Venue:** Istanbul (Turkey) - DoubleTree by Hilton Istanbul Esentepe **Training Course Fees:** 5775 € 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

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info@gh4t.com  
or training@gh4t.com

Complete & return the  
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