



*Training Course:
Compensation Packages and Salary Structure*

*11 - 15 January 2027
Milan (Italy)*

Training Course: Compensation Packages and Salary Structure

Training Course code: HR3041 From: 11 - 15 January 2027 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

Effective [reward management](#) is one of the most powerful levers organizations possess to influence employee performance, engagement, and retention. There is a strong, evidence-based correlation between [organizational success and well-designed compensation systems](#), making it essential for HR professionals to move beyond administrative pay practices toward [strategic, value-driven reward frameworks](#).

This program, [Compensation Packages & Salary Structure](#), provides a comprehensive and practical foundation in designing, implementing, and managing modern compensation systems. It adopts a [holistic Total Rewards approach](#), integrating financial and non-financial elements to ensure alignment between employee contribution and organizational objectives.

Participants will explore various salary structures, performance-related pay systems, benefits strategies, and international compensation practices. The program equips professionals with the tools required to design [competitive, equitable, and performance-driven reward systems](#) that support business growth and workforce motivation.

Program Objectives

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

- Understand the core concepts and strategic importance of reward systems
- Identify and apply the key components of [Total Rewards frameworks](#)
- Analyze the purpose of reward systems from both organizational and employee perspectives
- Compare and design different types of [salary structures and pay models](#)
- Evaluate the effectiveness of [performance-related pay PRP](#)
- Design benefits and allowance structures aligned with workforce needs
- Understand international compensation challenges, including expatriate rewards
- Develop practical approaches for implementing and managing compensation systems

Target Audience

- HR Professionals and HR Managers
- Compensation and Benefits Specialists
- Payroll and Reward Analysts
- Finance professionals involved in workforce budgeting
- Line Managers involved in reward decision-making
- Anyone responsible for designing or managing compensation systems

Training Outline

Day 1: Introduction to Reward Systems

- Program overview and objectives
- Roles of HR and line management in reward management
- Fundamentals of reward systems and Total Rewards
- Key elements of reward:
 - Financial rewards
 - Non-financial rewards
- Reward management frameworks
- Labor market dynamics and economic theories
- Reward philosophies, strategies, and policies
- Factors influencing pay levels internal & external

Day 2: Salary Structures & Pay Design

- Definition and purpose of salary structures
- Types of pay structures:
 - Graded pay structures
 - Broad-banding
 - Job family structures
 - Individual job ranges
- Pay curves and internal equity
- Spot rate and pay spine systems
- Integrated pay structures
- Workshop: Designing a salary structure

Day 3: Rewarding Performance & Teams

- Performance-related pay PRP concepts
- PRP as a motivation tool
- Linking performance management with reward systems
- Incentive schemes for different workforce segments
- Skill-based and competency-based pay
- Team-based rewards and collective incentives
- Aligning reward systems with organizational performance
- Case study: Performance-driven reward systems

Day 4: Benefits, Allowances & Total Rewards Strategy

- Non-financial rewards and recognition programs
- Employee benefits and allowances:
 - Health and insurance
 - Transportation and housing
- Pension and retirement schemes
- Designing benefits strategies and policies
- Flexible benefits systems
- Allowances:

- Overtime and shift allowances
- Stand-by and call-out pay
- Location and subsistence allowances
- Workshop: Designing a benefits package

Day 5: International Compensation & Expatriate Rewards

- Principles of international compensation management
- Expatriate reward frameworks:
 - Home-based approach
 - Host-based approach
- Managing global pay equity and competitiveness
- Challenges in international reward systems
- Integrating compensation into global HR strategy
- Final workshop: Designing a comprehensive reward system
- Personal development planning
- Program review and feedback

Registration form on the Training Course: Compensation Packages and Salary Structure

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€ Euro

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