



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

*22 - 26 February 2027
Milan (Italy)*

Training Course: Mastering Compensation: Strategies for Salary Structure

Training Course code: HR1947 From: 22 - 26 February 2027 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

Compensation is one of the most powerful levers organizations have to influence [talent attraction, motivation, retention, and performance](#). However, poorly designed salary structures can lead to inequity, dissatisfaction, and financial inefficiencies.

This program, developed by [Global Horizon Training Center](#), provides a comprehensive and strategic approach to compensation management, with a strong focus on [salary structure design and optimization](#). It integrates best practices in [job evaluation, market benchmarking, pay strategy, and reward systems](#), enabling participants to build compensation frameworks that are both competitive and sustainable.

Through a blend of theory, real-world case studies, and practical exercises, participants will learn how to design and manage compensation systems that align with [organizational goals, financial constraints, and workforce expectations](#).

Program Objectives

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

- Understand the strategic role of [compensation and salary structures](#)
- Identify key components of [effective compensation systems](#)
- Design and implement [competitive salary structures](#)
- Benchmark compensation against [market trends and industry standards](#)
- Communicate compensation frameworks with [transparency and fairness](#)
- Manage compensation budgets while maintaining [internal equity and external competitiveness](#)
- Apply [legal and regulatory requirements](#) in compensation practices

Target Audience

This program is designed for:

- HR Managers and HR Professionals
- Compensation & Benefits Specialists
- HR Consultants and Advisors
- Finance and Payroll Managers
- Business Owners and Executives
- Anyone involved in [salary structure design and compensation management](#)

Outline

Day 1: Foundations of Compensation Management

- Overview of compensation management and total rewards
- Role of salary structures in organizational success
- Compensation strategy and philosophy
- Link between compensation, performance, and retention
- Introduction to key compensation frameworks

Day 2: Designing Effective Salary Structures

- Components of compensation:
 - Base salary
 - Incentives and bonuses
 - Benefits and allowances
- Job analysis and job evaluation fundamentals
- Establishing salary grades and bands
- Designing pay ranges minimum, midpoint, maximum
- Market benchmarking and salary surveys

Day 3: Implementing Salary Structures

- Strategies for implementing compensation frameworks
- Communicating salary structures effectively
- Ensuring transparency and fairness in pay decisions
- Managing employee expectations and concerns
- Legal and regulatory compliance in compensation
- Governance and approval processes

Day 4: Managing Compensation Budgets

- Aligning compensation budgets with business strategy
- Balancing internal equity vs. external competitiveness
- Cost control strategies in compensation planning
- Evaluating and adjusting salary structures
- Managing pay increases, promotions, and adjustments
- Financial impact analysis of compensation decisions

Day 5: Advanced Compensation Strategies

- Variable pay and incentive design
- Performance-based compensation models
- Executive compensation and long-term incentives
- Equity-based rewards and retention tools
- Emerging trends in compensation digital pay, flexible benefits
- Case studies and final workshop: Designing a strategic compensation model

Registration form on the Training Course: Mastering Compensation: Strategies for Salary Structure

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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