



*Training Course:
Compensation & Benefits Management*

*8 - 12 March 2027
Kigali (Rwanda)*

Training Course: Compensation & Benefits Management

Training Course code: HR3028 From: 8 - 12 March 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In most organizations, human capital represents the **largest cost center**, making Compensation and Benefits C&B not just an administrative function, but a **strategic lever for performance, retention, and competitiveness**. Poorly designed reward systems can lead to disengagement, inequity, and high turnover, while well-structured systems can significantly enhance productivity, motivation, and organizational alignment.

This program provides a comprehensive journey from the **foundations of compensation management** to its **strategic integration with business objectives**. It equips participants with the analytical tools and frameworks required to evaluate, design, and optimize reward systems in a dynamic and evolving environment.

Participants will explore both **technical elements** job evaluation, pay structures, benchmarking and **strategic dimensions** employee engagement, performance-linked rewards, international compensation, and change management, enabling them to create reward systems that deliver **value for money and sustainable organizational impact**.

Program Objectives

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

- Understand and articulate **reward philosophy and compensation strategy**
- Analyze how compensation components align with **organizational objectives**
- Design and evaluate **salary structures and benefits frameworks**
- Apply **job evaluation and market benchmarking techniques**
- Integrate compensation systems with **performance management and motivation models**
- Assess the impact of compensation on **employee engagement and retention**
- Evaluate emerging and international **compensation practices and trends**
- Develop a practical **toolkit for improving compensation systems**

Target Audience

- HR Professionals and HR Managers
- Compensation & Benefits Specialists
- Finance professionals involved in payroll and budgeting
- Organizational Development Specialists
- Line Managers involved in reward decisions
- Professionals seeking to specialize in compensation strategy

Program Outline

Day 1: Compensation & Benefits - Foundations and Best Practices

- Reward philosophy and strategic alignment
- Overview of compensation systems and structures
- Pay structures: grades, bands, and frameworks
- The psychological contract and employee expectations
- Job evaluation methods and internal equity
- Career mapping and progression frameworks
- Salary surveys and external benchmarking

Day 2: Compensation in Context - Performance & Motivation

- Motivation theories and their link to compensation
- Performance management integration with pay systems
- Competency frameworks and reward alignment
- Performance-related pay PRP models
- Financial vs. non-financial motivation
- Team-based rewards and incentives
- 360-degree appraisal and upward feedback
- Contingent and variable pay systems

Day 3: International & Strategic Perspectives

- Global compensation strategies and multinational challenges
- Labor market dynamics and workforce planning
- Diversity, equity, and inclusion in compensation
- Equal pay principles and pay equity audits
- Recognition and reward schemes
- Job analysis and organizational design
- Managing compensation during organizational change
- Evolving employer-employee relationships

Day 4: Employee Involvement & Engagement

- Employee engagement and its link to rewards
- Participation and involvement strategies
- Role of trade unions and works councils
- Consultation processes and communication
- Building trust through transparent reward systems
- Aligning compensation with organizational culture

Day 5: Current Best Practices & Future Trends

- Flexible benefits and cafeteria-style plans
- Regulatory frameworks minimum wage, compliance
- Sales incentives and commission structures
- Profit-sharing and gain-sharing models
- Case study: designing a competitive reward system
- Benchmarking against industry best practices
- Developing action plans for organizational implementation

Registration form on the Training Course: Compensation & Benefits Management

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