



Management Skills in Compensation and Benefits

PIK44-1225 LON-1



Place: London (UK)

Venue:

Start Date: 22-12-2025

End Date: 29-12-2025

PPP: £4550



Management Skills in Compensation and Benefits

PIK44-1225 LON-1

**If you can't train them,
you can't blame them!**

Short Description:

In all organisations the Human Resource 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 organisation achieve its objectives. The Strategic dimension will focus on the current strategic issues facing organisations today " how to design strategy to cope with change in the societal setting and how to cope with change in the organisational context. We will look at the question of how organisations can encourage participation and engagement and still achieve organisational objectives and profitability. Delegates can expect to develop a "toolkit" of useful practices that will allow them to scrutinize the existing practices in their organisations and compare them to current good practice.

Course Overview:

The Goals

- 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 organisation.
- To evaluate 'new' practices that might benefit your organization.

The 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.

The 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.

The Core Competencies

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

Program Outline:

Day 1: 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 2: Compensation and Benefits - in Context

- Performance management.



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

Day 3: Equality and Diversity

- Recognition schemes.
- Discrimination and diversity. Equal pay.
- Equal pay audits.
- Job analysis.
- The changing context and nature of the employment relationship.

Day 4: Employee Involvement

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

Day 5: Current Good Practice

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