

# Compensation & Benefits Management

A Two Day Workshop on Designing  
Competitive Compensation & Benefits  
Management

Systems & Strategies



**Dates & Venue to be as per your Requirements**

Timings: 0830 hrs – 1630 hrs

Most employers want to ensure that they can attract, retain and motivate the best employees and teams. This two-day workshop will cover the key areas in the overall compensation and benefit packages that enable employers to adopt best-practices and help them compete more effectively in the war for talent whilst also achieving optimal cost-effective performance for the employer.

Numerous forms of variable compensation and incentives and benefit plans provide employees with the opportunity to earn higher pay where performance can merit. This workshop will explore the different types of variable pay and incentive plan options available that are effective in the region like: variable pay as a total remuneration strategy, short-term incentive plans (such as profit sharing bonus schemes, individual performance incentives) and long-term incentive options (including stock options and equity based bonus).

## Who can Benefit?

This workshop is suitable for both HR generalists and remuneration specialists; the aim of the workshop is to enable you to gain a better understanding of how to design a compensation system and how to use compensation design to attract, motivate and retain employees. It will also cover key trends in the compensation and benefits marketplace for employees, and enable you to use the overall remuneration package more effectively in managing performance of employees and achieving better business results through a more effective approach to the compensation and benefits program.



# Compensation Management

## Workshop Agenda

The sequence of presentation for the workshop will be as follows:

- Compensation Management Defined
- Factors that influence Compensation
- The Compensation System
- Elements of a Compensation System
- Objectives of Compensation System
- Uses & Components of the Compensation System
- Types of Compensation System
- Compensation Plans
- Process & Criteria of Designing a Compensation Plan
- Sources of Compensation Data
- Compensation Methods
- Compensation Structure
- Compensation Administration
- Principles of Administration of Compensation
- Financial and Non-Financial Incentives
- Reasons for Introducing an Incentive Scheme
- Executive Compensation

## Training Methodology

The programme will be delivered by a blend of different methods including classroom lectures and printed material giving participants a sound knowledge and understanding of the theory and practice of the Compensation Systems at an advanced level.



### Workshop Leader

**Dr. Aamir Murad** is an international consultant offering valuable consultancies on various complex & technical HR issues to a number of public and multinational sector clients. He has vast experience in working with international organizations at senior management positions in the engineering, banking, oil & gas, fertilizer and telecommunication sectors that has given him the real insights into the actual issues that each sector faces. He has worked with many organizations on the development of their total rewards and benefits strategies. He is also the member of the USA based society of Human Resource Professionals, American & European Marketing Association & Institute of Bankers Pakistan.

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## Registration & Payment Options

Email: [management-excellence@hotmail.com](mailto:management-excellence@hotmail.com)

Visit: [www.management-excellence.org](http://www.management-excellence.org)

Send your Bank Draft /PO in favor of

### **Management Excellence**

94 - C, Westridge - II,

Rawalpindi 46000

Pakistan

(NTN #: 112 6765)

## Workshop Particulars

### Workshop Date

As per your requirement

### Registration Deadline

To be set

### Timing

0830 hrs – 1630 hrs

### Investment per day

Rs. 290,000/-

(including workshop ware and Management Excellence certificate)

For online **REGISTRATION** visit

**[www.management-excellence.org](http://www.management-excellence.org)**

1. Withdrawal of participation accepted only 06 days prior to working date.
2. 25% deduction as processing charges after that.
3. No refund will be made one day earlier or on the date of workshop.