

# aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-024

## HR Compensation, Benefit & Reward

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# Course content

## **Why Attend**

Reward management from administrative, strategic, and people-centric angles

Designing reward and compensation systems that align with your workplace culture

## **Course Methodology**

## **Course Objectives**

## **Target Audience**

# Course outline

## Detailed course outline

Day-by-day outline for HR Compensation, Benefit & Reward.

### Day 1 - The Context of Reward Management

- Introduction to HR reward issues
- Managing reward
- The changing psychological contract
- The importance of the total reward approach
- An introduction to reward strategy

### Day 2 - Benefits, Performance-Related Pay, and Motivation

- The psychology of motivation
- Performance Management
- Performance-related pay
- Employee Benefits
- Flexible benefit systems

### Day 3 - Job Analysis, Job Evaluation, and Equity

- An introduction to Job or Occupational Analysis (JA)
- An introduction to Job Evaluation (JE)
- Salary and pay surveys
- Inequality in reward – causes
- Inequality in reward – solutions

# Course outline

## Detailed course outline

Day-by-day outline for HR Compensation, Benefit & Reward.

### Day 4 - Non-financial Rewards, Appraisal, and Empowerment

- Non-financial rewards
- Employee Participation
- Employee Engagement
- Why appraisal fails
- Overcoming the main issues with performance appraisal

### Day 5 - Creating a Reward Strategy

- Understanding strategy
- Developing a reward strategy
- CIPD Pay management survey
- Executive and Expatriate reward issues
- Personal action planning

## Seminar dates

### Available seminar dates

Live dates and pricing for HR Compensation, Benefit & Reward generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	Rome	Classroom	€2,975
20 - 24 July 2026	Istanbul	Classroom	€1,995
3 - 7 August 2026	Vienna	Classroom	€2,975
7 - 11 September 2026	Barcelona	Classroom	€2,695
12 - 16 October 2026	Rome	Classroom	€2,975
9 - 13 November 2026	Munich	Classroom	€2,415
14 - 18 December 2026	Amsterdam	Classroom	€2,975

#### Live online option

Online delivery is available at €1,250.