



Complete Strategic Human Resource Management Compensation Package and Payroll

27 September – 1 October 2027
Kigali (Rwanda)



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Introduction:

In today's competitive business environment, a comprehensive and well-structured compensation package is for attracting, retaining, and motivating top talent. The Strategic Human Resource Management Compensation Package and Payroll course provide HR professionals, managers, and business leaders with knowledge and practical skills in developing and managing adequate compensation and payroll systems.

This Strategic Human Resource Management Compensation Package and Payroll course cover various topics, including the fundamentals of compensation, strategic compensation planning, performance-based pay, benefits administration, and payroll management. The compensation package ensures fair and competitive pay. It aligns employees' objectives with organizational goals, driving overall business success.

This Strategic Human Resource Management Compensation Package and Payroll course emphasizes the importance of strategic human resource management and integrates compensation into it. Participants will learn how to create compensation plans that support organizational goals, enhance employee satisfaction, and comply with legal requirements.

The Strategic Human Resource Management Compensation Package and Payroll course delve into payroll management, ensuring accurate employee compensation while adhering to tax laws and employment regulations. Effective payroll management is used to maintain employee trust and organization. Participants with the tools and techniques to manage payroll processes, prevent errors, and ensure compliance.

Participants in this Strategic Human Resource Management Compensation Package and Payroll training will have the expertise to develop and implement strategic compensation and payroll systems that drive organizational performance, foster a positive workplace culture, and ensure compliance with relevant laws and regulations. They will enhance their human resource management skills and their organization's success through compensation and payroll strategies.

Targeted Groups:

- Human Resource Professionals and HR Managers.
- Compensation and Benefits Managers.
- Payroll Managers.
- Business Leaders.
- Organizational Development Professionals.
- Talent Acquisition Specialists.
- Employee Relations Managers.
- Finance Managers.
- Small Business Owners.
- Corporate Trainers.
- HR Consultants.
- Senior Executives.
- Administrative Professionals.
- Operations Managers.

Course Objectives:

At the end of this Strategic Human Resource Management Compensation Package and Payroll course, participants will be able to:

- Understand the fundamentals of compensation and benefits.
- Develop strategic compensation plans aligned with organizational goals.
- Implement performance-based pay systems effectively.
- Manage benefits administration processes.
- Ensure accurate and compliant payroll management.
- Navigate legal and regulatory requirements for compensation and payroll.
- Promote equity and fairness in compensation practices.
- Enhance employee retention through effective compensation strategies.
- Integrate budgeting and financial planning in compensation management.
- Utilize data analysis for informed compensation decisions.
- Leverage HR technology for efficient compensation and payroll systems.
- Foster employee engagement and motivation through strategic compensation.
- Improve communication skills related to compensation and benefits.
- Apply negotiation and conflict resolution techniques in compensation discussions.
- Align compensation strategies with overall organizational development.

Targeted Competencies:

Participants competencies in this Strategic Human Resource Management Compensation Package and Payroll training will:

- Strategic Compensation Planning.
- Compensation and Benefits Analysis.
- Performance-Based Pay Systems.
- Benefits Administration.
- Payroll Management.
- Legal and Regulatory Compliance.
- Equity and Fairness in Compensation.
- Employee Retention Strategies.
- Budgeting and Financial Planning.
- Data Analysis and Reporting.
- HR Technology and Systems.
- Employee Engagement and Motivation.
- Communication Skills.
- Negotiation and Conflict Resolution.
- Organizational Development Strategies.

Course Content:

Unit 1: The Global Trends in Human Resources Management:

- The Meaning of VUCA World.
- The Future of Workforce Global Trends.
- Changing the Mentality from Jobs to Roles.
- Aligning the HR Strategy with the Business Strategy Using the Business Motivation Model BMM.
- HR Ends Vision, Goals, Objectives.
- HR Means Mission, Strategies, Tactics.
- HR Directives Rules and Policies.

Unit 2: Creating A Mutual Understanding Across HR Functions:

- Understand the Competencies and Manpower Planning.
- Competencies and OD Job Designing, Succession Plans, and Replacement Charts.
- Competencies and The Job Evaluation Beyond Hay Group Method.
- Explore Competencies and The Recruiting Process.
- Competencies and Payroll.

Unit 3: Auditing the Process Creating an Outstanding Employee Journey:

- Revisiting Orientation Process.
- Revisiting The Learning and Development KPIs.
- Overview of Revisiting The Training Needs Assessment and Finding Competency Gaps.
- Revisiting Training Activities and Assure Closing Competency Gaps.
- Creating a Favorable Organizational Culture Launching Initiatives.

Unit 4: Salary Structures:

- Exploration of salary structures.
- Objectives of pay structures.
- Graded pay structure models.
- Broad-banding techniques.
- Individual job range structures.
- Family job structures.
- Pay curve methodologies.
- Spot rate pay systems.
- Pay spine utilization.
- An integrated approach to pay structures.

Unit 5: Benefits, Allowances, and Pensions:

- Understanding the significance of non-financial rewards.
- A closer look at employee benefits and allowances.
- Different types of pension schemes.
- Crafting an employee benefits strategy.
- The versatility of flexible benefits systems.
- Varying location and subsistence allowances.
- Additional payments for overtime and shifts.
- Compensation for stand-by and call-out duties.