MERCURY

Compensation Packages & Payrolls Structure Training Course

28 June – 2 July 2027
Barcelona (Spain)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 3041_254343 **Date:** 28 June – 2 July 2027 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

Successful management and motivation of employees are tightly intertwined with the structure of employee reward systems. A significant correlation has been found between an organization's prosperity and the effectiveness of its reward systems. This HR compensation packages and payroll structure course indicates that employees' compensation should reflect their value to the organization.

This course, titled Compensation Package and Payroll Structure, delves into the critical components of employee rewards, advocating for a comprehensive approach to reward systems, and equips participants with the foundational knowledge necessary to engage in this intriguing sector of HR.

To attract and retain top talent, organizations must offer attractive compensation packages. This HR compensation packages and payrolls course will explore strategies for negotiating compensation packages that are both competitive and equitable, ensuring a comprehensive total compensation package incorporating elements such as executive compensation packages and benefits.

This HR compensation packages and payroll structure course provides essential insights for HR professionals eager to deepen their compensation and payroll management expertise.

Those interested may pursue further specialization through a compensation training certification program, executive compensation training, or even payroll courses for beginners to hone their skills. Engaging in such payroll training courses or attending payroll seminars can provide invaluable knowledge and practical application to ensure successful HR payroll training in their respective organizations.

Targeted Groups

- HR managers.
- HR professionals.
- Payroll and compensation personnel
- This HR compensation packages and payrolls course is for employees seeking to acquire new skills for career advancement.

Course Objectives

Upon completion of this HR compensation packages and payrolls course, participants will be able to:

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- Discuss the principles underlying reward systems.
- Identify the components of reward systems.
- Understand the objectives of reward systems from both organizational and employee standpoints.
- Evaluate different salary and pay structures.
- Examine the influence of performance-linked pay.
- Recognize the purposes of various benefits and allowances.
- Recognize factors that affect international pay and expatriate rewards.

Targeted Competencies

At the end of this HR compensation packages and payrolls training, the target competencies will be able to improve the following:

- Decision-making and initiating action.
- Working effectively with others.
- Building and maintaining professional relationships.
- Communication and presentation skills.
- Analytical thinking.
- Application of expertise and technology.
- Conceptual and strategic formulation.
- Adherence to instructions and procedures.

Course Content

Unit 1: Introduction to Reward Systems

- Roles of HR and line management in reward systems.
- Overview of reward systems.
- Elements encompassing a reward.
- Management of rewards.
- Labor market trends and economic theories.
- Reward philosophies, strategies, and policies.
- Determinants of pay levels.

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Unit 2: 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 3: Rewarding Individuals and Teams

- The role of performance-related pay PRP.
- Assessing PRP as a motivational tool.
- Interrelation between performance management and reward.
- Incentives for blue-collar workers.
- Skill-specific and competency-based remuneration.
- Implementing team reward systems.
- Connections between team rewards and organizational performance.

Unit 4: 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.

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Unit 5: International and Expatriate Considerations

- Complexity of international pay systems.
- Rewards tailored for expatriates.
- The debate between home and host-based pay approaches.
- Managing global reward systems effectively.
- A wrap-up exercise to consolidate learning.
- A review of the entire course content.
- Development of personalized action plans for future growth.