MERCURY

HR Compensation Packages and Payrolls Structure Conference

21 – 25 December 2026
Munich (Germany)



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

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Introduction

Successful management and motivation of employees are linked to employee reward systems. A significant correlation exists between organizational success and effective reward systems, demonstrating that employee rewards should be connected directly to their overall value.

This HR compensation packages and payroll structure program focuses on the essential elements of employee reward, proposes a holistic approach to reward systems, and provides delegates with sufficient input to get started in this fascinating area of HR.

At the HR compensation packages and payroll structure conference, participants will delve into the intricacies of compensation training for HR professionals. Elevate your expertise with our HR compensation certification, exploring the nuances of compensation structure and understanding competitive compensation packages. Engage in interactive sessions and workshops to grasp the definition of compensation packages and variable compensation plans.

Whether you're seeking insights into variable compensation or aiming to become a certified compensation professional, this HR compensation packages and payroll structure conference offers comprehensive guidance. Take advantage of this opportunity to better understand compensation strategies and network with industry experts to secure your spot at the forefront of compensation excellence.

Compensation Training for HR Professionals

As HR professionals, staying updated with the latest trends and methodologies in compensation training is crucial. This HR compensation packages and payroll structure conference will provide a comprehensive overview of compensation packages and payroll structure, delving into advanced concepts and applications of reward systems. Attendees will gain insights into developing competitive compensation packages that attract and retain top talent, making this an essential event for those seeking HR compensation certification.

This HR compensation packages and payroll structure conference is also a pathway toward becoming a certified compensation professional. By covering complex aspects of compensation, such as the compensation structure and competitive compensation package nuances, participants will be equipped with the knowledge needed to pursue further certification and specialize in compensation and rewards.

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Variable Compensation Definition

Variable compensation forms an integral part of a compelling compensation package. In this HR compensation packages and payroll structure conference, we will dive into variable compensation, the components that compose a variable compensation plan, and how these plans can be structured to encourage performance and align employee objectives with the company's strategic goals.

Targeted Groups

- HR Managers.
- HR Professionals.
- Payroll and Compensation Personnel.
- Employees who want to acquire new skills to improve their careers.

Conference Objectives

At the end of this HR compensation packages and payroll structure conference, participants will be able to:

- Discuss the concepts of reward systems.
- State the elements of reward systems.
- State the purpose of reward systems from the organizational and employee perspectives.
- Compare different types of salary and pay structures.
- Consider the impact of performance-related pay.
- State the uses of different kinds of benefits and allowances.
- List factors impacting on International pay and expatriate rewards.

Targeted Competencies

Upon the end of this HR compensation packages and payroll structure conference, target competencies will:

- Deciding and initiating action.
- Working with people.
- Relating and networking.
- Presenting and communicating.
- Analytical thinking.
- Applying expertise and technology.
- Formulating concepts and strategies.
- Following instructions and procedures.

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Conference Content

Unit 1: Introduction to Reward Systems

- Defining the roles of HR and line management.
- Introduction to reward systems.
- The elements of reward.
- Reward management.
- Labor markets and economic theories.
- Reward philosophies, strategies, and policies.
- Factors affecting pay levels.

Unit 2: Salary Structures

- Definition of a salary structure.
- Pay structures - purpose.
- Graded pay structures.
- Broad-banding.
- Individual job range structures.
- Job family structures.
- Pay curves.
- Spot rate structures.
- Pay spines.
- Integrated pay structures.

Unit 3: Rewarding Individuals and Teams

- Performance-related pay.
- PRP as a motivator.
- Performance management and reward.
- Blue-collar incentives.
- Skill and competency-based pay.
- Team rewards.
- The link to organizational performance.

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Unit 4: Benefits Allowances and Pensions

- Non-financial rewards.
- Benefits and allowances.
- Pension schemes.
- Employee benefits strategy and policies.
- Flexible benefit systems.
- Location and subsistence allowances.
- Overtime and shift payments.
- Stand-by and call-out allowances.

Unit 5: International and Expatriate Considerations

- International pay.
- Expatriates rewards.
- Home or host-based approach.
- Managing reward systems.
- Consolidation exercise.
- Developing personal development plans.