



Complete Strategic Human Resource  
Management Compensation Package  
and Payroll





# Complete Strategic Human Resource Management Compensation Package and Payroll

## Introduction:

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

This course covers various topics, including the fundamentals of compensation, strategic compensation planning, performance-based pay, benefits administration, and payroll management.

A well-designed compensation package ensures fair and competitive pay and aligns employees' objectives with organizational goals, driving overall business success. This course emphasizes integrating compensation with broader human resource management and managerial strategies. Participants will learn how to create compensation plans that support organizational goals, enhance employee satisfaction, and comply with legal and regulatory requirements.

Furthermore, the Complete Strategic Human Resource Management Compensation Package and Payroll course delves into the complexities of payroll management, ensuring accurate and timely employee compensation while adhering to tax laws and employment regulations. Effective payroll management is critical for maintaining employee trust and organizational efficiency. This course provides participants with the tools and techniques to manage payroll processes, prevent errors, and ensure compliance.

Participants in this course will be equipped with 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. This course is essential for anyone looking to enhance their skills in human resource management and contribute to their organization's success through adequate compensation and payroll strategies.

## Targeted Groups:

- Human Resource Professionals.
- 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 course, the 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:

- 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 & Policies.

## **Unit 2: Creating A Mutual Understanding Across HR Functions:**

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

## **Unit 3, Auditing the Process Creating an Outstanding Employee Journey:**

- Revisiting Orientation Process.
- Revisiting The Learning & Development KPIs.
- 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.