



Certificate in Compensation, Benefit & Reward

Pay Strategy, Pay Design, Pay Ranges & Reward Strategy

► Upcoming Sessions

02-06 Sep 2024	Dubai - UAE	\$5,950
02-06 Dec 2024	London - UK	\$5,950
07-11 Apr 2025	London - UK	\$5,950
01-05 Sep 2025	Dubai - UAE	\$5,950
01-05 Dec 2025	London - UK	\$5,950

► Training Details

Training Course Overview

This cutting-edge training program will draw upon the latest research and exemplars of best practices to elucidate reward strategies through administrative, strategic, and human lenses. The management of rewards directly correlates with performance, productivity, retention, attitude, and the overall vitality of an organization.

Compensation, pay, benefits, salary, and recognition collectively constitute what we term "reward." It serves as an integral and indispensable component of any organization's framework, spanning from small-scale enterprises to large corporations, and from governmental entities to private sectors.

Key highlights of this Anderson training course include:

- Examination of reward strategies from administrative, strategic, and human perspectives
- Guidance on tailoring reward and compensation systems to align with the cultural ethos of your workplace
- Exploration of the strategic implications of motivating personnel
- Insights into how HR can devise reward systems that facilitate the attainment of organizational objectives
- Provision of a practical "toolkit" comprising useful tools and methodologies for post-course application

Training Course Objectives

By the end of this Anderson training course, participants will be able to:

- Describe the economic, psychological, and motivational concepts that influence reward
- Discuss the role of reward strategies and policies in an organisation
- Assess their own organisation for fairness and equity
- Defend the case for non-financial rewards in attracting, retaining, and motivating people

Outline the benefits of a total-reward approach to compensation

Designed For

This Anderson training course is suitable for a wide range of professionals but it will greatly benefit:

- ▶ Human Resource Professionals
- ▶ Those working in or recently transferred to compensation, benefits, or reward positions
- ▶ HR staff who are responsible for the administration of benefits or reward
- ▶ HR Business Partners
- ▶ Anyone involved in salary, pay, and conditions of work
- ▶ Managers involved in reward issues

Learning Methods

This very practical Anderson training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension, and retention of the information presented. This includes a very interactive presentation style and individual & group activities. Case studies will highlight the major teaching features. Role-Play and feedback will also be utilised to ensure goals are achieved.

▶ Training Details

Day One: 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 Two: Benefits, Performance-Related Pay, and Motivation

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

Day Three: 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

Day Four: Non-financial Rewards, Appraisal, and Empowerment

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

Day Five: Creating a Reward Strategy

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

► Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

► The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

► INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Request for a Tailor-made training and educational experience for your organization now:

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