



## 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

### ► Training Details

#### Training Course Overview

This contemporary and innovative training course will utilise the latest research and examples of best practices to explain reward strategies from an administrative, strategic, and human perspective. Managing reward is directly linked to performance, productivity, retention, attitude, and the overall health of an organisation.

Compensation, pay, benefits, salary, and praise make up what is called 'reward'. Reward is an integral and vitally important part of the structure of any organisation, from small to large and from government to private.

This Anderson training course will feature:

- Reward from an administrative, strategic, and people perspective
- How to design reward and compensation to suit the culture of your workplace
- The strategic impact of motivation of people
- How HR can design a reward system that assists the organisation in achieving its objectives
- A "toolkit" of useful tools and practices that you can use after the course

#### 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:

Call us: +971 4 365 8363

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

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