

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Compensation Packages and Salary Structure

Code	City	hotel	Start	End	price	Language - Hours
HT-594SA	Abha	Hotel Meeting Room	2027-07-25	2027-07-29	9950 SR	En - 25

INTRODUCTION

Successful management and motivation of employees is clearly linked to employee reward systems. There is much correlation between organisational success and effective reward systems, demonstrating that how employees are rewarded should be linked directly to their overall value to the organisation.

This programme, Compensation Packages and Salary Structures focuses on the essential elements of employee reward, proposes an holistic approach to reward systems and provides delegates with sufficient input to get started in this fascinating area of HR.

PROGRAMME OBJECTIVES

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

PROGRAMME SUMMARY

This programme will allow participants to explore a complete overview of the topic. From the initial introduction we will explore various issues in sufficient detail to allow participants to consider the implementation of new modern approaches into their organisations and weigh up the potential benefits and advantages of each approach. The highly practical approach will enable participants to focus on issues that impact most on them and their organisations.

PROGRAMME OUTLINE

DAY 1 – Introduction to Reward Systems

- Introductions
- Objectives – for the seminar and personal
- Defining the roles of HR and line management
- Introduction to reward systems
- The elements of reward
- Reward Management
- Labour markets and economic theories
- Reward philosophies, strategies and policies
- Factors affecting pay levels

DAY 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

DAY 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 organisational performance

DAY 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

DAY 5 – International and Expatriate Considerations

- International pay
- Expatriates rewards
- Home or host based approach
- Managing reward systems
- Consolidation exercise
- Review of whole course
- Developing personal development plans
- Programme review, summary and feedback

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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