

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: Advanced Training Course: Compensation & Benefits Management

Code	City	hotel	Start	End	price	Language - Hours
HT-709SA	Al Khobar	Hotel Meeting	2027-09-19	2027-09-23	9950 SR	En - 25

The Course

In all organisations the Human Resource is the greatest expense, so it is important that the administration of Compensation and Benefits is of the highest quality. Well trained Remuneration staff are able to monitor the systems in place and add a strategic perspective.

This exciting new programme looks at the basic building blocks of effective benefits administration and then goes on to explore the Strategic dimensions – how the whole process can add 'value for money' and help the organisation achieve its objectives.

The Strategic dimension will focus on the current strategic issues facing organisations today – how to design strategy to cope with change in the societal setting and how to cope with change in the organisational context. We will look at the question of how organisations can encourage participation and engagement and still achieve organisational objectives and profitability.

Delegates can expect to develop a 'toolkit' of useful practices that will allow them to scrutinize the existing practices in their organisations and compare them to current good practice.

The Goals

- As a result of attending this workshop delegates will have developed a clearer understanding of Reward philosophy and strategy
- Have a better understanding of how the component parts of reward strategy fit

together
- To explore some of the issues surrounding the effective management of the human resource
- To understand why ‘staff’ are the most expensive resource of the organisation
- To evaluate ‘new’ practices that might benefit your organization

The Process

The workshop uses a variety of learning methods, including mini-lectures, extended case studies and self questionnaires. There will also be small group work, class discussion and multimedia training aids. We will use video clips, and up to date news items.

The Benefits

For delegates to be able to contribute effectively to the compensation and benefits practice and strategy in their organization.

Delegates will be:

- More effective, and contribute more to the what and how of reward management
- Have a firm methodological underpinning of compensation and benefit management
- Clearer about what a Benefits strategy should look like and contain
- And how to develop an appropriate benefits strategy

The Results

- Delegates will be better able to contribute more strongly on how to distribute reward
- Delegates will be able to use tools and techniques to help mangers be more effective in remuneration planning and strategy

- Delegates will have discussed and practiced some key approaches to strategic design
- Delegates will be better able to contribute more strongly on how to distribute reward

The Core Competencies

- Reward management
- Compensation and benefits
- Strategic design
- Problem solving
- Self – development

The Programme Content

Compensation and Benefits – Good Organizational Practice

- Philosophy of reward
- Pay structures and systems
- The psychological contract
- Reward strategies
- Job grades
- Career mapping
- Job evaluation
- Pay surveys

Compensation and Benefits – in Context

Motivation Models

- Performance management
- Competency frameworks

- Performance related pay
- Money and motivation
- Team rewards
- Upward appraisal
- 360 appraisal
- Contingent pay

The International Perspective

- International Perspectives
- Multinational perspectives
- The labour market and Human Resource Planning

Equality and Diversity

- Recognition schemes
- Discrimination and diversity
- Equal pay
- Equal pay audits
- Job analysis

Change Management

- Dynamic organisations
- Change management strategies
- The changing context and nature of the employment relationship

Employee Involvement

- Employee engagement
- Employee participation
- Trades Unions and Works Councils
- Consultation

Current Good Practice

- Flexible benefits
- National minimum wage
- Sales staff
- Profit sharing
- Case study
- Review of learning
- Action planning

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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