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HUMAN RESOURCES AND TRAINING | HRT-024

HR Compensation, Benefit & Reward

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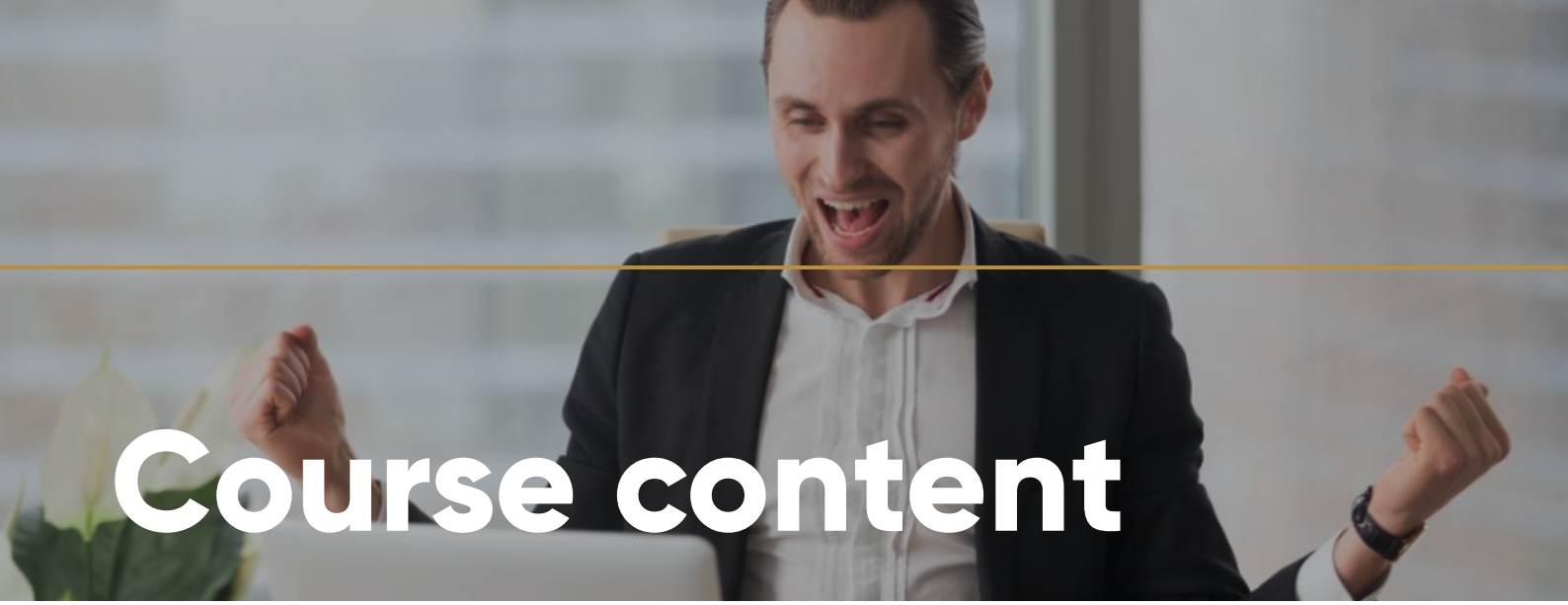


Course content

Why Attend

Course Introduction

The Compensation, Benefit and Reward training course provides the latest research and best practice examples to explore reward strategies from administrative, strategic, and human perspectives. Effective reward management directly influences performance, productivity, employee retention, attitude, and the overall well-being of an organization.

Compensation, salary, benefits, and recognition—collectively referred to as "reward"—are essential elements within any organizational framework, whether in small businesses, large corporations, or public and private sectors.

This Compensation, Benefit and Reward training course will highlight:

- Reward management from administrative, strategic, and people-centric angles
- Designing reward and compensation systems that align with your workplace culture
- Understanding the strategic role of employee motivation
- How HR can craft reward systems that support organizational goals
- A practical toolkit with tools and strategies to apply post-training

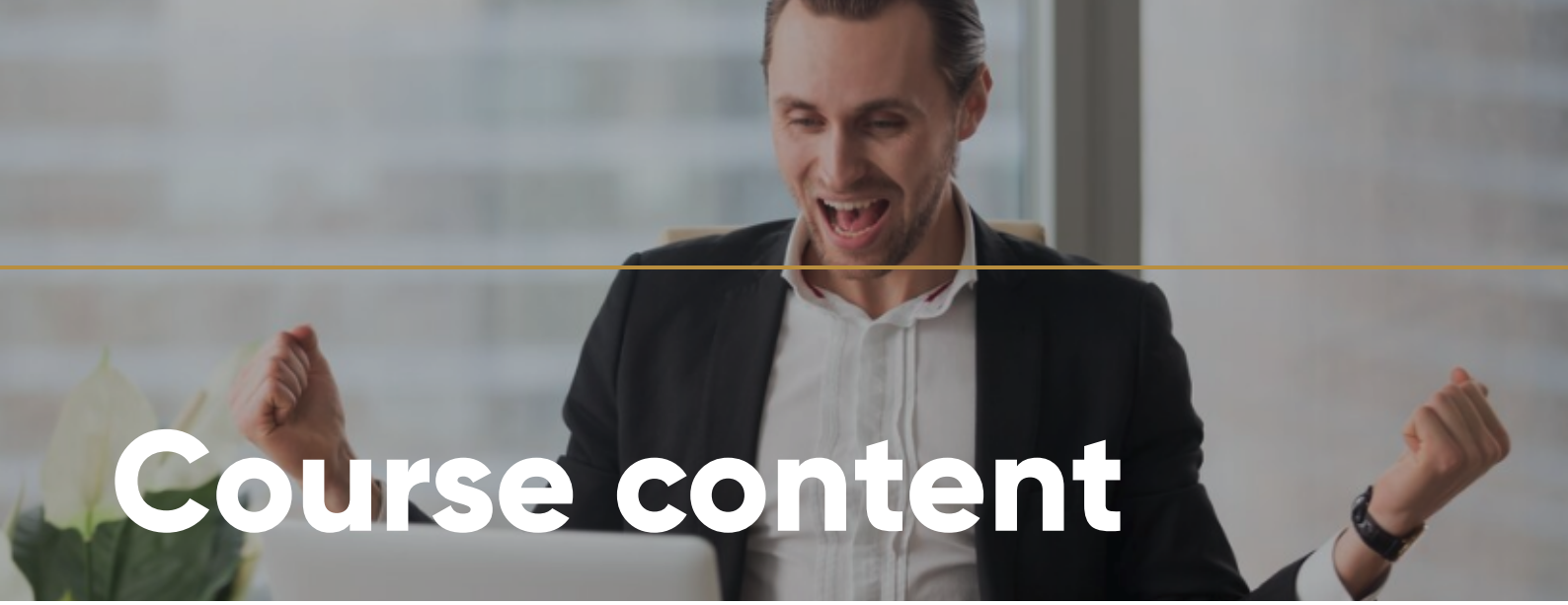
Course Methodology

This very practical Compensation, Benefit and Reward 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.

Who should Attend?

This Compensation, Benefit and Reward training course is ideal for a wide range of professionals, particularly:

- Human Resource Professionals



Course content

Course Methodology

• Individuals in compensation, benefits, or reward roles

• HR staff managing benefits or reward administration

• HR Business Partners

• Managers involved in salary, pay, and workplace conditions

• Managers dealing with reward-related matters

Course Objectives

By the end of this Compensation, Benefit and Reward training course, participants will be able to:

• Explain the economic, psychological, and motivational factors that influence reward systems

• Evaluate the role of reward strategies and policies within an organization

• Assess their organization's fairness and equity in terms of reward distribution

• Advocate for the use of non-financial rewards in attracting, retaining, and motivating talent

• Describe the advantages of a total-reward approach to compensation

Course outline

Day One: The Context of Reward Management

• Introduction to HR reward issues

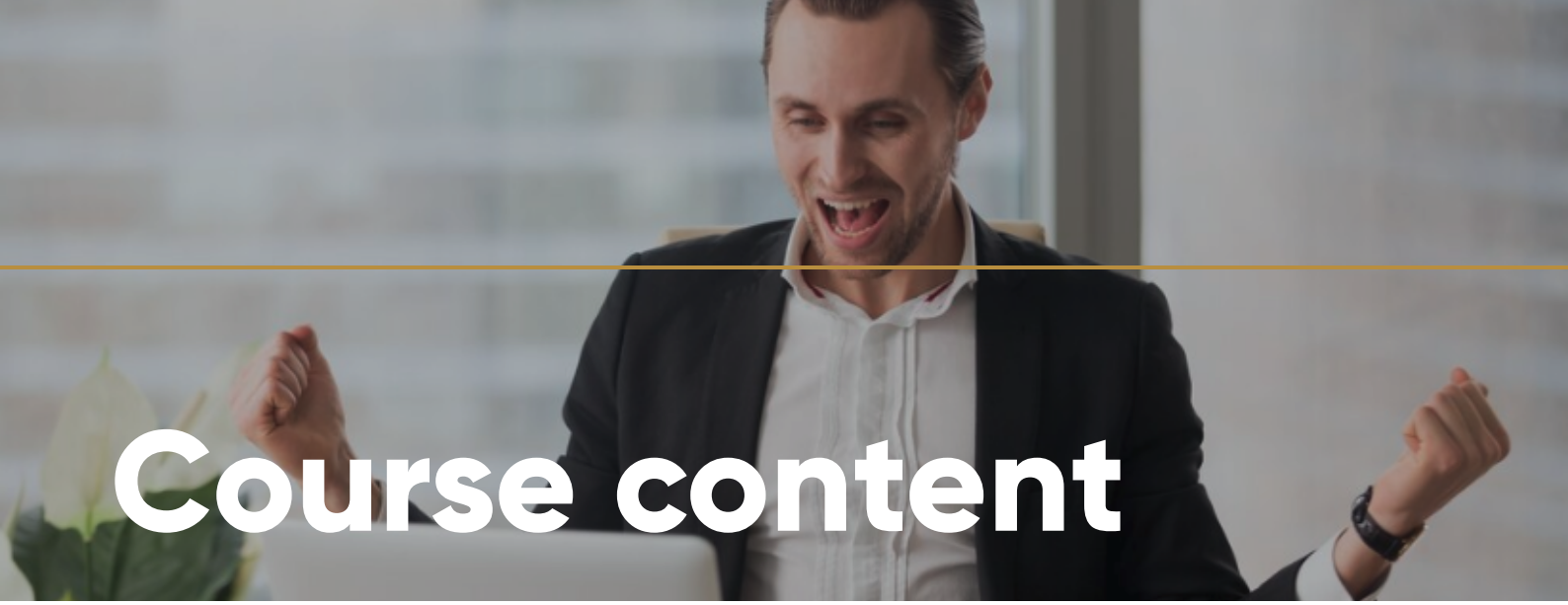
• Managing reward

• The changing psychological contract

• The importance of the total reward approach

• An introduction to reward strategy

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



Course content

Course outline

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

Day Three: Job Analysis, Job Evaluation, and Equity

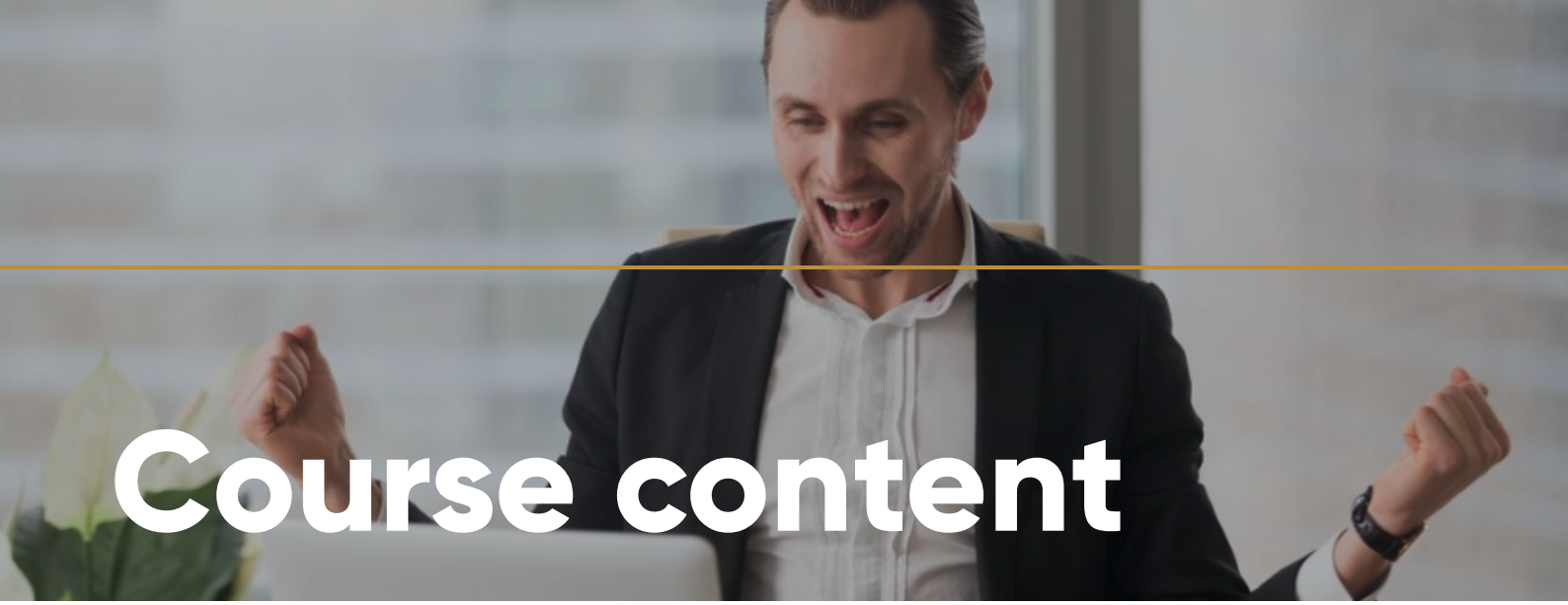
- An introduction to Job or Occupational Analysis (JA)
- An introduction to Job Evaluation (JE)
- Salary and pay surveys
- Inequality in reward – causes
- Inequality in reward – solutions

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

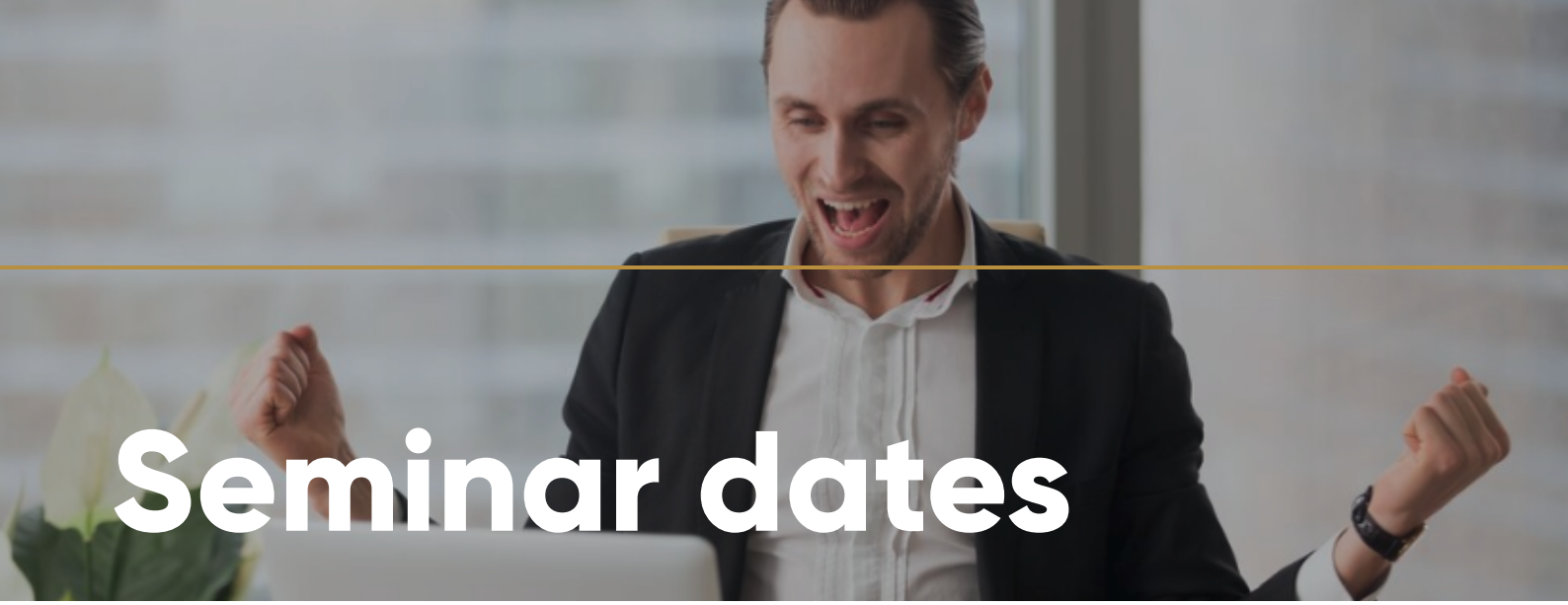
- Understanding strategy
- Developing a reward strategy
- CIPD Pay management survey



Course content

Course outline

- Executive and Expatriate reward issues
- Personal action planning



Seminar dates

Available seminar dates

Live dates and pricing for HR Compensation, Benefit & Reward generated from the course details page.

Date	Location	Format	Fee
3 - 7 August 2026	Vienna - Austria	Classroom	**€4,250.-**
7 - 11 September 2026	Barcelona - Spain	Classroom	**€3,850.-**
12 - 16 October 2026	Rome - Italy	Classroom	**€4,250.-**
9 - 13 November 2026	Munich - Germany	Classroom	**€3,450.-**
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	**€4,250.-**

Live online option	Online delivery is available at €1,850.-.