London TDM

Finance and Accounting

Course Venue: Malaysia - Kuala Lumpur

Course Date: From 22 March 2026 To 26 March 2026

Course Place: Royale Chullan Hotel

Course Fees: 6,000 USD

Introduction

This 5-day professional course, "Compensation and Benefits Design and Administration," provides an in-depth exploration into the fundamentals and advanced strategies for designing and managing compensation and benefits programs. Participants will gain a comprehensive understanding of both theoretical and practical aspects, preparing them to effectively align compensation strategies with organizational goals.

- Understand the fundamental concepts of compensation and benefits.
- Design compensation packages that drive performance and satisfaction.
- Evaluate and manage benefits programs effectively.
- Align compensation strategies with organizational goals.
- Stay current with legal compliance and industry best practices.

Course Outlines

Day 1: Introduction to Compensation and Benefits

- Definition and objectives of compensation and benefits.
- Components of total rewards systems.
- Key legal considerations and compliance issues.
- Trends and challenges in modern compensation and benefits.
- Role of compensation and benefits in HR and organizational strategy.

Day 2: Designing Compensation Systems

- Job analysis and evaluation techniques.
- Developing salary structures and pay scales.
- Performance-based pay and incentives design.
- Market competitiveness and benchmarking.
- Equity and fairness in compensation.

Day 3: Benefits Programs and Administration

- Types of employee benefits (health, retirement, etc.).
- Designing cost-effective benefits packages.
- Benefits communication and employee engagement.
- Vendor selection and relationship management.
- Compliance with benefits-related legislation.

Day 4: Aligning Compensation with Organizational Goals

- Strategic compensation and organizational success.
- Linking compensation to performance management.
- Developing incentive plans that motivate.
- Balancing corporate and employee value.
- Customizing programs for various employee groups.

Day 5: Advanced Topics and Future Trends

- Global strategies in compensation and benefits.
- Technology's role in compensation management.
- Data analytics in compensation decision-making.
- Future trends impacting compensation and benefits.
- Best practices and continuous improvement strategies.