



London TDM

HR Training Courses

Course Venue: Malaysia - Kuala Lumpur

Course Date: From 02 November 2025 To 06 November 2025

Course Place: Royale Chulan Hotel

Course Fees: 6,000 USD

Introduction

This 5-day professional course, "Managing Performance-Based Pay Systems", is designed for managers, HR professionals, and decision-makers who seek to understand and implement effective performance-based pay systems in their organizations. The course will cover the principles behind these systems, strategies for successful implementation, and techniques for managing challenges and measuring success.

- Understand the fundamentals of performance-based pay systems.
- Develop strategies for implementing such pay systems in various organizational settings.
- Learn to manage potential challenges and conflicts.
- Measure the effectiveness and impact of performance-based compensation.
- Adopt best practices for sustaining a fair and motivating pay system.

Course Outlines

Day 1: Understanding Performance-Based Pay Systems

- Introduction to performance-based pay and its significance.
- Types of performance-based pay systems and their characteristics.
- Theoretical foundations and historical evolution of these systems.
- Assessing organizational readiness for implementing a performance-based pay system.
- Case studies: Successful applications in various industries.

Day 2: Designing Performance-Based Pay Systems

- Key components of a successful performance-based pay system design.
- Aligning pay systems with organizational strategy and goals.
- Identifying measurable performance metrics and rewards.
- Legal and regulatory considerations in pay system design.
- Workshop: Designing a sample pay system for a hypothetical company.

Day 3: Implementing Pay Systems and Overcoming Challenges

- Steps for effective implementation of performance-based pay systems.
- Communicating changes to employees and obtaining buy-in.
- Addressing potential challenges and resistance from employees.
- Monitoring and evaluation tactics for new pay systems.
- Roundtable discussion: Real-world implementation challenges.

Day 4: Measuring and Evaluating the Impact

- Techniques for measuring the impact of performance-based pay on employee performance.
- Identifying key performance indicators (KPIs) and data collection methods.
- Analyzing pay system outcomes and reporting.
- Continuous improvement processes for pay systems.
- Guest speaker: Case study on successful measurement and evaluation.

Day 5: Best Practices and Future Trends

- Adopting best practices for sustaining a performance-driven culture.
- Exploring technological advancements in managing pay systems.
- Future trends in performance-based compensation and employee motivation.
- Interactive session: Developing a roadmap for your organization.
- Course summary and certificate distribution.