



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 18 January 2026 To 22 January 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Total Rewards Management" course is designed to equip HR professionals with the knowledge and tools necessary to design and implement effective total rewards strategies. Participants will explore key components such as compensation, benefits, work-life balance, performance recognition, and career development. Throughout the five-day program, attendees will engage in discussions, case studies, and practical exercises to develop comprehensive reward systems that align with organizational goals and enhance employee engagement and retention.

## Objectives

- Understand the core components of total rewards systems.
- Analyze the impact of total rewards on employee motivation and performance.
- Develop strategies for designing and implementing total rewards programs.
- Evaluate the effectiveness of reward systems in achieving organizational objectives.
- Stay informed on current trends and challenges in total rewards management.

## Course Outlines

### Day 1: Introduction to Total Rewards

- Overview of Total Rewards Management
- Key Components: Compensation, Benefits, and Work-Life Balance
- The Role of Rewards in Workforce Motivation
- Aligning Total Rewards with Organizational Strategy
- Case Study: Successful Total Rewards Programs

### Day 2: Compensation Strategies

- Developing a Compensation Strategy
- Market Analysis and Salary Benchmarking
- Pay Structures and Salary Bands
- Variable Pay and Incentive Plans
- Legal Considerations in Compensation

### Day 3: Employee Benefits and Work-Life Balance

- Designing Competitive Employee Benefits Programs
- Health and Wellness Benefits
- Flexible Work Arrangements
- Work-Life Integration Strategies
- Evaluating the Effectiveness of Benefits Programs

### Day 4: Performance Recognition and Career Development

- Creating a Culture of Recognition
- Designing Incentive Programs for Performance
- Linking Career Development with Rewards
- Coaching and Mentorship Programs

- Measuring the Impact of Development Initiatives

### **Day 5: Trends and Challenges in Total Rewards Management**

- Emerging Trends in Total Rewards
- Addressing Challenges in Implementation
- Technology and Innovations in Rewards Management
- Assessing the Return on Investment of Rewards Programs
- Developing a Strategic Action Plan