



**SCANDINAVIAN ACADEMY**  
For Training and Development

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# Course: Compensation & Benefits Management

| Code | City                    | hotel              | Start      | End        | price  | Hours |
|------|-------------------------|--------------------|------------|------------|--------|-------|
| 600  | Zurich<br>(Switzerland) | Hotel Meeting Room | 2024-07-15 | 2024-07-19 | 5450 € | 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 managers 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**

**Day One : 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

**Day Two : 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

### **Day Three : 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

### **Day Four : Employee Involvement**

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

### **Day Five : Current Good Practice**

- Flexible benefits
- National minimum wage
- Sales staff
- Profit sharing



- Case study
- Review of learning
- Action planning



**The Scandinavian Academy employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

- **Theoretical Lectures:**
  - We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.
- **Scientific Assessment:**
  - We evaluate trainees skills before and after the course to ensure their progress.
- **Brainstorming and Interaction:**
  - We encourage active participation through brainstorming sessions and applying concepts through role play.
- **Practical Cases:**
  - We provide practical cases that align with the scientific content and the participants specific needs.
- **Examinations:**
  - Tests are conducted at the end of the program to assess knowledge retention.
- **Educational Materials:**
  - We provide both printed and digital scientific and practical materials to participants.
- **Attendance and Final Result Reports:**
  - We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.
- **Professionals and Experts:**
  - The programs scientific content is prepared by the best professors and trainers in various fields.
- **Professional Completion Certificate:**
  - Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.
- **Program Timings:**
  - Training programs are held from 10:00 AM to 2:00 PM and include buffet sessions for light meals during lectures.