QUEST
Professional Center

PROFESSIONAL TRAINING COURSE

Course No. 1971

Strategic Compensation & Benefits Management Training Course

COMPENSATION, BENEFITS, TOTAL REWARDS & PAYROLL
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION
5 Days

DELIVERY
Classroom

LOCATION
Dubai, UAE

DATES
27 Sept – 1 Oct 2026

Scheduled Event Details

CITY	Dubai, UAE
DATE	27 Sept – 1 Oct 2026
DELIVERY TYPE	Classroom
COURSE FEE	€4,400

Course Overview

The Strategic Compensation & Benefits Management Training Course provides a comprehensive framework for designing and managing compensation and benefits strategies that support organizational objectives, workforce planning, talent attraction, employee retention, and sustainable financial performance. The course examines how organizations can establish reward structures that balance internal fairness, external competitiveness, affordability, employee expectations, and business priorities.

Participants will explore the strategic foundations of compensation management, including compensation philosophy, job evaluation, job architecture, salary structures, market benchmarking, pay positioning, salary progression, merit increases, and compensation governance. The program emphasizes the connection between compensation decisions and organizational strategy, workforce segmentation, critical roles, performance, and talent requirements.

A major component of the course focuses on employee benefits and their role within the overall reward proposition. Participants will examine mandatory and voluntary benefits, health and wellbeing programs, retirement and financial benefits, flexible benefits, employee assistance initiatives, and benefits communication. The program addresses how benefits can be structured according to workforce needs while maintaining financial sustainability and administrative effectiveness.

The course also covers pay equity, compensation analytics, salary reviews, incentive considerations, benefits cost management, reward communication, and governance. Through practical exercises, market data analysis, salary structure design, benefits evaluation, and case studies, participants will develop the ability to create competitive compensation and benefits frameworks that support organizational performance and employee value.

Objectives

- By the end of the course, participants will be able to:
- Explain the strategic principles of compensation and benefits management.
- Develop compensation philosophies aligned with organizational strategy.
- Evaluate the effectiveness of existing compensation and benefits structures.
- Apply job evaluation and job architecture principles to support internal equity.
- Analyze external market compensation data and benchmarking information.
- Design salary grades, ranges, and pay progression structures.
- Establish appropriate approaches to salary positioning and market competitiveness.
- Develop structured salary review and adjustment processes.
- Evaluate employee benefits according to workforce needs and organizational priorities.
- Analyze benefits costs and their financial impact.
- Address pay equity and compensation fairness issues.
- Apply compensation analytics to support evidence-based decisions.
- Strengthen compensation and benefits governance and controls.
- Improve communication of compensation and benefits programs to employees.
- Evaluate the effectiveness and value of reward programs.
- Develop an integrated compensation and benefits improvement strategy.

Who Should Attend

This course is designed for HR directors and managers, compensation and benefits specialists, total rewards professionals, reward analysts, HR business partners, and human capital professionals responsible for compensation and benefits policies and programs.

It is also suitable for talent management, workforce planning, payroll, finance, people analytics, performance management, organizational development, and HR operations professionals, as well as senior managers and executives involved in workforce costs, remuneration decisions, and employee reward strategy.

The program is particularly relevant to government entities, banks and financial institutions, oil and gas organizations, multinational corporations, large private-sector companies, and organizations seeking to strengthen compensation competitiveness, benefits effectiveness, workforce retention, and financial control.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Assess the strategic alignment and maturity of compensation and benefits programs.
- Develop a clear compensation philosophy linked to business and workforce strategy.
- Evaluate job structures and compensation relationships across organizational levels.
- Interpret market salary surveys and external compensation benchmarks.
- Position salaries against relevant external market data.
- Build and maintain salary grades and pay ranges.
- Establish appropriate mechanisms for salary progression and adjustments.
- Analyze compensation costs and workforce affordability.
- Evaluate the competitiveness and relevance of employee benefits.
- Develop benefits structures that reflect different workforce needs.
- Identify potential pay equity issues and develop corrective approaches.
- Use compensation analytics to identify trends, risks, and opportunities.
- Establish governance controls for compensation and benefits decisions.
- Develop effective employee communication approaches for reward programs.
- Measure compensation and benefits effectiveness and organizational value.
- Prepare an actionable roadmap for improving compensation and benefits management.

Course Outline

DAY 01

Strategic Compensation Management and Reward Philosophy

- Fundamentals and strategic role of compensation management.
- Compensation as a business and workforce strategy tool.
- Developing a compensation philosophy.

DAY 01 — CONTINUED

- Aligning pay strategy with organizational objectives.
- Internal equity and external competitiveness.
- Workforce segmentation and critical talent considerations.
- Job architecture and organizational structures.
- Compensation governance and decision-making principles.
- Factors influencing compensation competitiveness.
- Assessing the current compensation framework.

PRACTICAL APPLICATION

Develop a compensation philosophy and strategic framework for a hypothetical organization.

DAY 02

Job Evaluation, Salary Structures and Pay Management

- Principles and purposes of job evaluation.
- Job analysis and job documentation.
- Job families, levels, grades, and career structures.
- Internal equity and pay relationships.
- Designing salary grades and ranges.
- Minimum, midpoint, and maximum salary points.
- Market positioning and pay policy lines.
- Salary compression and structural pay issues.
- Pay progression and career-based salary movement.
- Promotion, merit, market, and retention adjustments.
- Compensation governance and approval mechanisms.

PRACTICAL APPLICATION

Design a job evaluation model and salary structure for selected organizational roles.

DAY 03

Market Benchmarking, Pay Equity and Compensation Analytics

- Compensation market intelligence.
- Salary surveys and benchmark selection.
- Matching organizational jobs with market roles.
- Analyzing external compensation data.
- Market pricing and competitive positioning.
- Geographic and sector-based compensation considerations.
- Pay equity principles and analysis.
- Identifying unexplained compensation differences.
- Compensation analytics and workforce insights.
- Salary review and adjustment analysis.
- Compensation budgeting and financial impact.

PRACTICAL APPLICATION

Analyze a compensation dataset and prepare recommendations for market positioning, pay equity, and salary adjustments.

DAY 04

Benefits Strategy and Employee Value

- Strategic role of employee benefits.
- Mandatory and voluntary benefits.
- Health, wellbeing, and employee support programs.
- Retirement and financial benefits.
- Insurance and protection benefits.
- Flexible benefits and employee choice.
- Benefits eligibility and workforce segmentation.
- Benefits competitiveness and market comparison.
- Benefits cost management and financial sustainability.
- Employee benefits communication and engagement.

DAY 04 — CONTINUED

- Measuring benefits utilization and perceived value.

PRACTICAL APPLICATION

Evaluate an organization's benefits portfolio and redesign it according to workforce needs, market competitiveness, and cost considerations.

DAY 05

Governance, Communication and Compensation & Benefits Transformation

- Integrating compensation and benefits into total reward strategy.
- Compensation and benefits governance.
- Roles and accountability in reward decisions.
- Compensation risk and compliance considerations.
- Executive and specialist compensation considerations.
- Reward transparency and employee communication.
- Managing compensation and benefits changes.
- Using analytics for strategic reward decisions.
- Measuring program effectiveness and organizational value.
- Developing compensation and benefits improvement initiatives.
- Change management and implementation planning.
- Continuous review and optimization.

FINAL WORKSHOP

Develop an integrated Strategic Compensation & Benefits Management framework covering compensation philosophy, job evaluation, salary structures, market benchmarking, pay equity, salary review, benefits strategy, cost management, analytics, governance, communication, and implementation priorities.

Register or Request More Information

Course page: https://quest-training.com/courses/strategic-compensation-benefits-management-training-course
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