PROFESSIONAL TRAINING COURSE

Course No. 1970

Total Rewards Strategy & Compensation Management Training Course

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

DURATION
5 Days

DELIVERY
Classroom

Course Overview

The Total Rewards Strategy & Compensation Management Training Course provides a strategic and practical framework for designing, managing, and continuously improving total rewards programs that attract, motivate, engage, and retain high-performing talent. The course examines how compensation and broader rewards practices can be aligned with organizational strategy, workforce priorities, financial objectives, and evolving employee expectations.

Participants will explore the key components of total rewards, including base pay, variable compensation, incentives, benefits, recognition, career development, learning opportunities, wellbeing, work environment, and employee experience. The program emphasizes how these elements can be combined into a coherent rewards proposition that supports both organizational performance and employee value.

A major focus is placed on compensation management, including job evaluation, internal equity, external competitiveness, salary structures, pay ranges, market benchmarking, pay positioning, incentive design, salary reviews, pay progression, and compensation governance. Participants will also examine how to balance affordability, competitiveness, fairness, performance, and talent requirements when making compensation decisions.

The course addresses contemporary challenges such as pay equity, reward transparency, critical talent retention, workforce segmentation, executive compensation, performance-linked rewards, and the use of data and analytics in reward decisions. Through practical exercises, compensation scenarios, market benchmarking activities, and reward strategy workshops, participants will develop the ability to build sustainable total rewards strategies and effective compensation frameworks.

Objectives

- By the end of the course, participants will be able to:
- Explain the strategic principles and components of total rewards.
- Align total rewards strategies with organizational and workforce objectives.
- Evaluate the effectiveness of existing compensation and rewards programs.
- Apply job evaluation principles to establish internal equity.
- Analyze external market data and compensation benchmarks.

- Design salary structures, pay ranges, and pay progression mechanisms.
- Develop competitive and financially sustainable compensation strategies.
- Design variable pay and incentive programs aligned with performance.
- Evaluate benefits and non-financial rewards as part of the total rewards proposition.
- Identify and address pay equity and compensation governance issues.
- Segment reward strategies according to workforce groups and talent priorities.
- Apply reward analytics to support evidence-based compensation decisions.
- Develop effective salary review and compensation adjustment processes.
- Strengthen communication and transparency around rewards.
- Evaluate the effectiveness and return on investment of reward programs.
- Develop an integrated total rewards roadmap for sustainable implementation.

Who Should Attend

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

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

The program is particularly relevant to government entities, banks and financial institutions, oil and gas companies, multinational corporations, large private-sector organizations, and organizations seeking to strengthen pay competitiveness, employee retention, performance-based rewards, and overall employee value propositions.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Assess the maturity and effectiveness of an organization's total rewards framework.
- Develop a total rewards philosophy aligned with business and workforce strategy.

- Map the financial and non-financial elements of the employee value proposition.
- Evaluate jobs and establish appropriate internal compensation relationships.
- Interpret salary surveys and external market compensation data.
- Position organizational pay structures against relevant market benchmarks.
- Build salary grades, ranges, and progression frameworks.
- Analyze compensation costs and their impact on workforce budgets.
- Design performance-based incentive and variable compensation plans.
- Evaluate benefits, recognition, development, wellbeing, and career rewards.
- Identify potential pay equity gaps and develop appropriate corrective approaches.
- Use reward analytics to identify trends, risks, and workforce priorities.
- Establish structured salary review and adjustment processes.
- Develop reward communication approaches that improve employee understanding and trust.
- Measure reward program effectiveness, competitiveness, and financial sustainability.
- Prepare an actionable roadmap for implementing and continuously improving total rewards.

Course Outline

DAY 01

Total Rewards Strategy and Organizational Alignment

- Fundamentals and evolution of total rewards.
- Total rewards versus traditional compensation and benefits.
- Components of the total rewards framework.
- Compensation, benefits, recognition, development, wellbeing, and employee experience.
- Developing a total rewards philosophy.
- Aligning rewards with organizational strategy and values.
- Workforce strategy and critical talent priorities.
- Employee value proposition and reward expectations.
- Workforce segmentation and differentiated reward strategies.
- Governance and decision-making principles.
- Assessing the current total rewards maturity.

DAY 01 — CONTINUED

> **PRACTICAL APPLICATION**
> Conduct a total rewards maturity assessment and identify strategic gaps and priority areas for improvement.

DAY 02

Compensation Management, Job Evaluation and Pay Structures

- Principles of compensation management.
- Internal equity and external competitiveness.
- Job analysis and job documentation.
- Job evaluation methodologies.
- Establishing job families and levels.
- Developing salary grades and pay structures.
- Minimum, midpoint, and maximum salary ranges.
- Market positioning and pay philosophy.
- Salary compression and pay structure challenges.
- Pay progression and career-based compensation.
- Compensation governance and decision controls.

> **PRACTICAL APPLICATION**
> Develop a job evaluation and salary structure framework for a hypothetical organization.

DAY 03

Market Benchmarking, Pay Equity and Salary Management

- Compensation market intelligence and salary surveys.
- Selecting appropriate market benchmarks.
- Analyzing external compensation data.
- Geographic, industry, organizational size, and talent-market considerations.

DAY 03 — CONTINUED

- Benchmark jobs and market pricing.
- Competitive pay positioning.
- Pay equity principles and analysis.
- Identifying compensation disparities and potential causes.
- Salary review and adjustment methodologies.
- Promotion, merit, market, and retention adjustments.
- Managing compensation budgets and financial impact.

PRACTICAL APPLICATION

Analyze market compensation data and develop recommendations for salary positioning, pay equity, and annual compensation adjustments.

DAY 04

Incentives, Benefits and Performance-Based Rewards

- Principles of variable compensation.
- Short-term and long-term incentive structures.
- Individual, team, and organizational performance rewards.
- Linking incentives with performance objectives.
- Designing effective performance measures and reward thresholds.
- Sales, management, executive, and specialist incentive considerations.
- Benefits strategy and employee value.
- Flexible benefits and workforce preferences.
- Recognition and non-financial rewards.
- Career development, learning, wellbeing, and work experience as reward elements.
- Evaluating reward program effectiveness and employee impact.

PRACTICAL APPLICATION

Design a balanced incentive and benefits framework aligned with organizational performance and workforce priorities.

DAY 05

Reward Analytics, Governance and Total Rewards Transformation

- Total rewards analytics and evidence-based decision-making.
- Compensation cost analysis and workforce affordability.
- Reward dashboards and key performance indicators.
- Identifying reward risks and emerging workforce trends.
- Executive compensation and governance considerations.
- Reward transparency and effective communication.
- Managing employee expectations and reward changes.
- Evaluating return on investment of rewards programs.
- Building sustainable compensation governance.
- Developing total rewards improvement initiatives.
- Change management and implementation considerations.
- Continuous review and optimization of the total rewards strategy.

> **FINAL WORKSHOP**
>
> Develop an integrated Total Rewards Strategy and Compensation Management framework for an organization, including reward philosophy, workforce segmentation, job evaluation, salary structures, market positioning, pay equity, incentives, benefits, analytics, governance, communication, and an implementation roadmap.

Register or Request More Information

Course page: https://quest-training.com/courses/total-rewards-strategy-compensation-management-training-course
Website: https://quest-training.com
Email: info@quest-training.com
Phone: +905016771440