BLACKBIRD FOR TRAINING

Compensation and Benefits in Human Resource Dynamics

2027 □□□□□ 9 – 5
Bordeaux (France)



Compensation and Benefits in Human Resource Dynamics

Ref: 20250911499475 Duration: Bordeaux (France) Fees: 5200 GBP

Why This Course

In today's competitive labor market, organizations must attract, motivate, and retain top talent through well-designed and strategically aligned compensation and benefits programs. Human Resources professionals play a critical role in developing total rewards systems that balance financial sustainability with employee satisfaction and organizational performance.

Compensation and Benefits Management is an intensive 1-week program that equips HR leaders and professionals with the frameworks, tools, and insights to design and manage effective compensation and benefits structures. Participants will learn to connect pay systems with performance, align rewards with strategic objectives, and ensure equity, compliance, and engagement across the organization.

What You'll Learn and Practice

By joining this program, you will:

- Develop a strategic and data-driven approach to compensation and benefits management.
- Master job evaluation and market pricing techniques to ensure internal equity and external competitiveness.
- Design performance-based pay and incentive systems that drive results.
- Build comprehensive benefits packages that support employee well-being and retention.
- Evaluate the financial and organizational impact of total rewards programs.
- Communicate compensation and benefits effectively to enhance transparency and trust.

The Program Flow

Day 1: Foundations of Compensation and Benefits

- Understanding total rewards management and its strategic importance.
- Developing a compensation philosophy and aligning it with business goals.
- Legal and regulatory frameworks in compensation and benefits.
- Conducting compensation benchmarking and market analysis.



Day 2: Job Evaluation and Salary Structures

- Principles of job analysis and documentation.
- Job evaluation methods: point factor, ranking, and market-based approaches.
- Building pay grades, ranges, and progression models.
- Designing and administering equitable and competitive salary structures.

Day 3: Performance-Based Pay and Incentives

- Linking pay to performance and organizational outcomes.
- Structuring short-term and long-term incentive plans.
- Designing effective sales and executive compensation programs.
- Ensuring fairness, transparency, and motivation in variable pay systems.

Day 4: Employee Benefits and Total Rewards

- Core benefits: health, insurance, and retirement plans.
- Voluntary and flexible benefits options to support diverse employee needs.
- Wellness and work-life balance initiatives.
- Integrating benefits into a holistic total rewards strategy.

Day 5: Strategic Implementation and Communication

- Aligning compensation and benefits with the overall business strategy.
- Cost modeling, budgeting, and ROI analysis.
- Communicating total rewards effectively to employees.
- Evaluating program outcomes and driving continuous improvement.

Individual Impact

- Gain the confidence to design and administer fair, competitive, and sustainable compensation systems.
- Strengthen your analytical and strategic thinking in total rewards management.
- Enhance your ability to advise leadership on pay, benefits, and retention strategies.
- Build the capability to manage change and communicate complex compensation programs clearly.

Work Impact

- Improve organizational equity, engagement, and retention through well-designed total rewards.
- Align pay and benefits strategies with business goals and workforce needs.
- Strengthen employer brand and competitiveness in talent markets.
- Increase organizational performance through effective reward system design.



Training Methodology

This program combines expert instruction, case studies, and hands-on exercises to ensure practical learning and application. Methods include:

- Real-world case studies and benchmarking activities.
- Group workshops on job evaluation and pay structure design.
- Interactive sessions on incentive planning and total rewards communication.
- Simulations and peer reviews for applied learning.
- Tools, templates, and frameworks for ongoing use in the workplace.

Beyond the Course

Upon completion, participants will return equipped to design, implement, and manage compensation and benefits programs that enhance both employee experience and organizational performance. They will leave ready to:

- Develop a total rewards strategy that supports long-term business goals.
- Create equitable and competitive compensation structures.
- Lead data-driven decisions in pay and benefits planning.
- Build a culture of transparency, fairness, and motivation across the workforce.

