

Suite No. 129 295 Chiswick High Road LONDON W4 4HH



Compensation and Benefits for Manpower Planning Senior Specialists

PIK-1225 UK-LDN-1





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<u>Place:</u> London <u>Venue:</u> Radisson Blu Hotel (19-25 Granville Place, London W1H 6PA) - TBC



Compensation and Benefits for Manpower Planning Senior Specialists

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If you can't train them, you can't blame them!

Short Description:

This 5-day training program equips Manpower Planning Senior Specialists with the essential knowledge and skills to design, implement, and evaluate effective compensation and benefits (C&B) strategies. The course emphasises the strategic role of C&B in workforce planning, talent attraction, retention, and motivation. Participants will gain a deep understanding of pay structures, job evaluation, performance-linked rewards, benefits management, and compliance with international labor laws and standards. Through lectures, group discussions, practical exercises, and an in-depth international case study, participants will explore both traditional and emerging approaches to compensation and benefits. By the end of the course, they will be prepared to integrate C&B strategies into workforce planning, align reward systems with organisational goals, and contribute to a culture of fairness, transparency, and competitiveness.

Course Overview:

Course Objectives

By the end of this program, participants will be able to:

- Understand the role of compensation and benefits in manpower planning.
- Design pay structures that align with organisational strategy and market trends.
- Apply job evaluation and grading methodologies effectively.
- Develop performance-based reward systems to drive productivity.
- Manage employee benefits and total rewards packages strategically.
- Ensure compliance with labour laws, tax regulations, and global HR standards.
- Evaluate and benchmark C&B programs against industry best practices.

Target Audience

This program is designed for:

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- Manpower Planning Senior Specialists.
- HR Managers and Compensation Specialists.
- Workforce Planning Analysts.
- Talent Management Professionals.
- HR Business Partners with responsibilities in C&B.

Program Outline:

Day 1 - Fundamentals of Compensation & Benefits

- 1. Introduction to C&B & its role in manpower planning.
- 2. Strategic alignment of C&B with business objectives.
- 3. Key components of compensation (base, variable, equity).
- 4. Benefits management: health, retirement & wellness.
- 5. Trends in global compensation & rewards systems.

Day 2 - Job Evaluation & Pay Structures

- 1. Job analysis & evaluation methods.
- 2. Grading systems & pay bands.
- 3. Internal equity vs. external competitiveness.
- 4. Salary surveys & market benchmarking.
- 5. Case-based exercise: building a pay structure.

Day 3 - Performance Management & Incentives

- 1. Linking performance management to compensation.
- 2. Short-term & long-term incentive plans.
- 3. Recognition & non-monetary rewards.
- 4. Aligning incentives with organisational KPIs.
- 5. Managing pay-for-performance challenges.

Day 4 - Benefits Strategy & Compliance

- 1. Designing employee benefits programs.
- 2. Legal & regulatory aspects of C&B.
- 3. Taxation of compensation & benefits



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- 4. International mobility & expatriate compensation.
- 5. Risk management in C&B administration.

Day 5 - Integrating Compensation into Workforce Strategy

- 1. Linking C&B with manpower planning & forecasting.
- 2. Communicating compensation policies transparently.
- 3. Evaluating effectiveness of C&B programs.
- 4. Case study analysis & group discussion.
- 5. Action planning for workplace application.

CASE-STUDY: Google's Compensation and Benefits Strategy – Balancing Innovation, Equity, and Retention