PARTNERS IN KNOWLEDGE UK LTD
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Compensation and Benefits for Manpower Planning Senior Specialists

PIK847-0227 HLD-A-1

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Place	: Amsterdam	**Venue**	: Hotel Die Port van Cleve (Nieuwezijds Voorburgwal 176-180, 1012 SJ, Amsterdam - HOLLAND) - TBC		
Start Date	: 01-02-2027	**End Date**	: 05-02-2027	**PPP**	: £4950

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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:

- 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.
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