

## Compensation Packages and Payrolls Structure

*Los Angeles (USA)*

*2 - 6 December 2024*

UK Traininig

# PARTNER



## Compensation Packages and Payrolls Structure

Code: HR28 From: 2 - 6 December 2024 City: Los Angeles (USA) Fees: 5700 Pound

### Introduction:

Successful management and motivation of employees are linked to employee reward systems. There is much correlation between organizational success and effective reward systems, demonstrating that how employees are rewarded should be linked directly to their overall value to the organization. This program, Compensation Packages and Payrolls Structures focuses on the essential elements of employee reward, proposes a holistic approach to reward systems, and provides delegates with sufficient input to get started in this fascinating area of HR.

### Course Objectives

- Discuss the concepts of reward systems.
- State the elements of reward systems.
- State the purpose of reward systems from the organizational and employee perspectives.
- Compare different types of salary and pay structures.
- Consider the impact of performance-related pay.
- State the uses of different types of benefits and allowances.
- List factors impacting International pay and expatriate rewards.

### Course Outlines

#### Day 1: Introduction to Reward Systems:

- Defining the roles of HR and line management.
- Introduction to reward systems.
- The elements of reward.
- Reward Management.
- Labour markets and economic theories.
- Reward philosophies, strategies, and policies.
- Factors affecting pay levels.

#### Day 2: Salary Structures:

- Definition of a salary structure.
- Pay structures - purpose.
- Graded pay structures.
- Broad-banding.
- Individual job range structures.
- Job family structures.
- Pay curves.
- Spot rate structures.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**

- Pay spines.
- Integrated pay structures.

### Day 3: Rewarding Individuals and Teams:

- Performance-related pay.
- PRP as a motivator.
- Performance management and reward.
- Blue-collar incentives.
- Skill and competency-based pay.
- Team rewards.
- The link to organizational performance.

### Day 4: Benefits Allowances and Pensions:

- Non-financial rewards.
- Benefits and allowances.
- Pension schemes.
- Employee benefits strategy and policies.
- Flexible benefit systems.
- Location and subsistence allowances.
- Overtime and shift payments.
- Stand-by and call-out allowances.

### Day 5: International and Expatriate Considerations:

- International pay.
- Expatriates rewards.
- Home or host-based approach.
- Managing reward systems.
- Consolidation exercise.
- Review of the whole course.
- Developing personal development plans.

## Blackbird Training Cities

### Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)  
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### Africa



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training  
**PARTNER**

## Blackbird Training Cities

### Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



UK Training  
**PARTNER**

## Blackbird Training Categories

### Management & Admin

Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom



+44 7401 1773 35  
+44 7480 775526



Sales@blackbird-training.com



www.blackbird-training.com

UK Training

**PARTNER**

