

Compensation Packages and Payrolls Structure

Rome (Italy)

17 - 21 August 2026

UK Traininig

PARTNER



Compensation Packages and Payrolls Structure

Code: HR28 From: 17 - 21 August 2026 City: Rome (Italy) Fees: 4200 Pound

Introduction

Effective employee management and motivation are closely tied to employee reward systems. There is a strong correlation between organizational success and the effectiveness of reward systems, demonstrating that how employees are rewarded should be directly linked to their overall value to the organization. This hr compensation training program, Compensation Packages and Payroll Structures, focuses on the essential elements of employee rewards, proposes a holistic approach to reward systems, and provides delegates with sufficient input to get started in this fascinating area of HR. By the end of this course, participants will have the tools to create and implement effective payroll systems and compensation strategies.

Course Objectives

By the end of the course, participants will be able to:

- Understand the concepts and functions of reward systems.
- Identify the elements of reward systems.
- State the purpose of reward systems from both organizational and employee perspectives.
- Compare different types of salary structures and payroll systems.
- Evaluate the impact of performance-related pay.
- Understand the uses of various types of benefits and allowances.
- Analyze factors influencing International pay and expatriate rewards.
- Develop compensation analysis and strategies for executive compensation.

Course Outlines

Day 1: Introduction to Reward Systems

- Defining the roles of HR and line management in reward systems.
- Overview of reward systems: What are they, and why do they matter?
- The elements of reward systems.
- Reward management: Key strategies and philosophies.
- Labour markets and economic theories influencing payroll structures.
- Reward philosophies, strategies, and policies.
- Factors affecting pay levels and the payroll process.

Day 2: Salary Structures

- Defining salary structures and their purpose.
- Graded pay structures and their role in compensation.
- Broad-banding and its application in the payroll department.
- Job range structures and job family structures.
- The concept of pay curves and pay spines.

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

UK Training
PARTNER

- Integrated pay structures and their significance in payroll management.

Day 3: Rewarding Individuals and Teams

- Understanding performance-related pay PRP.
- The role of PRP as a motivator in the organization.
- Performance management and its link to reward systems.
- Blue-collar incentives and the impact of performance-based rewards.
- Skill and competency-based pay.
- Team rewards and how they connect to organizational performance.

Day 4: Benefits, Allowances, and Pensions

- Exploring non-financial rewards and their role in the compensation structure.
- Various benefits and allowances.
- Pension schemes and retirement plans within compensation packages.
- Employee benefits strategies and policies.
- Flexible benefit systems and their growing importance.
- Location and subsistence allowances, overtime, and shift payments.
- Standby and call-out allowances.

Day 5: International and Expatriate Considerations

- International pay: What it means for global operations.
- Expatriates' rewards: Understanding the specifics of compensating employees working abroad.
- Home vs. host-based pay systems.
- Managing global reward systems.
- Final consolidation exercise to review the course material.
- Developing personal development plans for the future.

Why Attend This Course: Wins & Losses!

- Improved compensation strategies: Learn how to design compensation packages linked to employee performance and organizational goals.
- Performance-based motivation: Gain insight into how performance-related pay can drive productivity and engagement within teams.
- Salary structure understanding: Deepen your understanding of salary structures and their role in creating fair and competitive pay systems.
- Executive compensation analysis: Master executive compensation plans and strategies for optimizing leadership rewards.
- International pay systems: Learn how to structure global payroll systems to meet the needs of international and expatriate employees.

Conclusion

This hr compensation training course provides participants with the tools and strategies needed to effectively manage and design compensation packages and payroll systems that align with organizational goals. You will gain the skills to optimize employee reward systems, implement performance-based pay strategies, and create competitive and fair salary structures.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver, set against a background of concentric circles.

UK Training
PARTNER



Join us to learn how to develop a compensation analysis and craft executive compensation plans that foster success at every level of your organization.

UK Training
PARTNER

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com



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)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



Florence (Italy)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



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)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



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

 <p>MANNAI CORPORATION MANNAI Trading Company WLL, Qatar</p>	 <p>GAC UNE FILIALE D'EGA Alumina Corporation Guinea</p>	 <p>Booking.com Booking.com Netherlands</p>	 <p>OXFAM Oxfam GB International Organization, Yemen</p>	 <p>Capital Markets Authority Kuwait</p>
 <p>Waltersmith Waltersmith Petroman Oil Limited Nigeria</p>	 <p>QNB Qatar National Bank (QNB), Qatar</p>	 <p>Qatar Foundation Qatar</p>	 <p>AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania</p>	 <p>KFAS Kuwait Foundation for the Advancement of Sciences KFAS Kuwait</p>
 <p>Reserve Bank of Malawi Malawi</p>	 <p>Central Bank of Nigeria Nigeria</p>	 <p>Ministry of Interior Kingdom of Saudi Arabia Ministry of Interior, KSA</p>	 <p>Mabruk Oil Company Libya</p>	 <p>Saudi Electricity Company KSA</p>
 <p>BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia</p>	 <p>NATO Italy</p>	 <p>ENI ENI CORPORATE UNIVERSITY, Italy</p>	 <p>GULF BANK Gulf Bank Kuwait</p>	 <p>General Organization for Social Insurance KSA</p>
 <p>Defence Space Administration Nigeria</p>	 <p>National Industries Group (Holding) Kuwait</p>	 <p>Hamad Medical Corporation Qatar</p>	 <p>USAID Pakistan</p>	 <p>STC STC Solutions, KSA</p>
 <p>North Oil Company North Oil company,</p>	 <p>EKO EKO Electricity</p>	 <p>OMAN BROADBAND Oman Broadband</p>	 <p>UNITED NATIONS UN.</p>	 <p>Authority for Electricity Regulation, Oman Authority for</p>

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
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

Artificial Intelligence (AI)
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

