

Compensation Packages and Payrolls Structure

Paris (France)

4 - 8 May 2026

UK Traininig

PARTNER



Compensation Packages and Payrolls Structure

Code: HR28 From: 4 - 8 May 2026 City: Paris (France) Fees: 4400 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 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.

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

UK Training
PARTNER

- Job range structures and job family structures.
- The concept of pay curves and pay spines.
- 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 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

A graphic of a chessboard with several chess pieces (pawns, knights, and a king) on it, used as a background for the 'UK Training Partner' text.

UK Training
PARTNER



employee reward systems, implement performance-based pay strategies, and create competitive and fair salary structures. 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)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)
(Switzerland)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



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)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



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



MANNAI Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior,
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



Gulf Bank
Kuwait



General Organization for
Social Insurance
KSA



Defence Space Administration
Nigeria



National Industries
Group (Holding),
Kuwait



Hamad Medical
Corporation,
Qatar



USAID
Pakistan



STC Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



Authority for

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

