

## Dynamics of Compensation & Benefits

*Kuala Lumpur (Malaysia)*

*23 - 27 February 2026*

UK Training

# PARTNER



## Dynamics of Compensation & Benefits

Code: HR28 From: 23 - 27 February 2026 City: Kuala Lumpur (Malaysia) Fees: 4200 Pound

### Introduction

In the realm of Human Resources, compensation and benefits play a crucial behind-the-scenes role that directly impacts employee satisfaction, retention, and organizational success. However, many professionals avoid specializing in this area due to its perceived complexity and heavy reliance on mathematics. This course offers a fresh perspective, showing that compensation and benefits can be understood and applied effectively through clear, practical approaches. You will learn dynamic compensation strategies that balance the needs of the organization with employee expectations, and you will gain insights into creating competitive compensation packages that motivate and retain top talent.

Compensation and benefits is not only about offering fair wages but also about designing effective programs that align with organizational goals. By attending this course, you will gain hands-on experience in developing compensation systems and implementing best practices in compensation and benefits policy. Whether you are looking for the best compensation and benefits certification or aiming to refine your existing knowledge, this course will equip you with the tools to succeed in this essential HR specialty.

### Course Objectives

By completing this course, you will acquire the skills and knowledge necessary to design, manage, and implement effective compensation and benefits systems. The key objectives of this course include:

- Understand the importance of compensation: Learn how compensation impacts the overall aims of human resources management and organizational success.
- Design a comprehensive compensation system: Gain practical knowledge on creating balanced and motivating compensation packages.
- Evaluate job roles and determine compensation: Learn how to conduct job analysis and job evaluations to ensure your compensation system is competitive and equitable.
- Assess regional compensation practices: Learn how to tailor compensation to local market conditions and ensure it aligns with the industry.
- Master compensation surveys: Understand how to design and conduct compensation surveys, and ensure job matching is critical to survey success.

### Course Outlines

#### Day 1: Managing Compensation - An Overview

- The objectives of compensation: Aligning pay with organizational goals.
- Total compensation: Exploring both direct and indirect compensation components.
- Balancing compensation elements: Ensuring equity, competitiveness, and motivation.
- Internal and external consistency: Creating harmony between organizational and market compensation

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

UK Training  
**PARTNER**

standards.

- Understanding the hierarchy of needs and its relation to compensation.

## Day 2: Job Analysis & Job Descriptions

- The significance of job descriptions in compensation systems.
- Detailed explanation of the job analysis process and its applications.
- How to conduct a job analysis interview and create effective job descriptions.
- Summarizing key insights from job analysis and how to integrate them into compensation plans.

## Day 3: Job Evaluation

- Definition and importance of job evaluation in establishing fair compensation.
- Exploring different job evaluation systems, including the Hay system.
- The job grading process: Categorizing roles to ensure fair compensation.
- Identifying sources of error in the job evaluation process and ensuring accuracy.

## Day 4: Designing Compensation Systems

- Objectives of designing effective compensation systems.
- Key decisions when structuring base salary and allowances.
- Structuring benefits programs to align with employee needs and organizational goals.
- Managing your compensation programs effectively for ongoing success.

## Day 5: Competitive Compensation & Performance-Based Rewards

- Staying competitive in the market: Designing and conducting compensation surveys.
- Understanding and applying the four basic survey methods to gather compensation data.
- The link between performance management and compensation: Defining performance-based rewards.
- Rewarding the right behaviors and results: Leveraging Key Performance Indicators KPIs to align compensation with organizational goals.

## Why Attend this Course? Wins & Losses!

Compensation and benefits are vital to the success of any organization. This course offers a detailed and accessible approach to understanding and applying dynamic compensation principles that will empower you to design competitive and effective compensation systems. Here's what you'll gain by attending:

- Expertise in compensation management: Master the art of designing compensation structures that attract, motivate, and retain top talent.
- Practical insights into executive compensation: Learn how to develop compensation plans that align with organizational goals and industry standards, especially in executive roles like general dynamics executive compensation.
- Knowledge of compensation surveys and job evaluation: Understand the key steps in conducting compensation surveys and job evaluations that ensure competitive and equitable pay.
- Best practices in compensation and benefits: Learn the best practices in compensation and benefits that you can apply immediately in your role.
- Certification and professional growth: Enhance your HR career with one of the best compensation and benefits certifications in the industry, helping you stand out in the competitive job market.

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

UK Training  
**PARTNER**

## Conclusion

Compensation and benefits is an essential component of any organization's HR strategy. Through this course, you will gain the skills needed to create and manage compensation systems that drive employee engagement, satisfaction, and performance. Whether you are interested in compensation and benefits certification or seeking to refine your understanding of HR compensation and benefits, this course will provide you with the knowledge and tools to succeed. Embrace this opportunity to become an expert in dynamic compensation and take your HR career to the next level by mastering compensation and benefits policies and strategies.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. The board is checkered, and there are concentric circles in the background.

UK Training  
**PARTNER**



## 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)



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)  
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

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

