



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. This course has been approved for 10.5 HR recertification credit hours toward any of HRCI's eight credentials including SPHR® and PHR®.

# Compensation and Benefits

## Course Overview

Compensation and Benefits course is a highly interactive training program designed to provide participants the opportunity to master what is needed to develop a total rewards management program, in order to attract, engage, motivate, and retain top talents.

## Course Outline

### Module 1: Establishing a Strategic Pay Plan

1. Salary Survey
  - Comprehending the different types of salary surveys and the aim of conducting them.
  - Reading and analyzing salary surveys
2. Job Evaluation
  - Identifying the fundamental compensable factors
  - Understanding the four different job evaluation methods
  - Using the job evaluation point method to determine the relative worth of jobs
3. Pricing Pay Grades
  - Plotting the wage curve
  - Market pricing of jobs
  - Establishing a strategic pay plan
4. Fine Tune Pay Rates
  - Developing pay ranges
  - Correcting out-of-line rates

### Module 2: Variable Pay Plans

- Motivation theories and incentive plans
- Pay for performance and financial Incentives
- Main incentives for individual employees
- Pay for group performance
- Organization-wide variable pay plans

### Module 3: Benefits and Services

- Pay for time not worked
  - Vacations and Holidays
  - Sick leaves
  - Maternity leave
- Insurance benefits
  - Worker's compensation
  - Medical and life insurance

- Retirement benefits
  - Social insurance
  - Pension plans
- Personal services and family friendly benefits
- Cafeteria approach

### **Training Methodology**

This course is a highly interactive training course, providing each participant the opportunity to exchange views and learn from other's experiences. Moreover it includes a range of case studies, group guided discussions, workshops and exercises.

### **Learning Objectives**

Upon completion of this course, participants will be able to:

- Establish a strategic pay plan to attract top notch talents
- Design an effective performance-based incentive plan to motivate your current employees
- Create a tailor-made benefits and services plan to retain high calibers

### **Who Should Attend**

CEO's, Top and Middle Managers, Human Resources Directors, HR Managers, HR Specialists  
Compensation and Benefits

**Course Duration:** 2 Days from 9:00AM to 4:00PM

### **Course Accreditation**

This course has been approved for 10.5 (HR (General)) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.)

**Registration Deadline:** One week before the course date

**Course Venue:** Top Business premises: 17, Abdel Wahab Selim Elbeshry St. Sheraton Heliopolis, Cairo, Egypt.

### **Registration & Payment**

- Logon to [www.topbusiness-hr.com/course\\_Register](http://www.topbusiness-hr.com/course_Register) to fill a registration form. Alternatively you can request a registration form by mail from: [training@topbusiness-hr.com](mailto:training@topbusiness-hr.com).
- Course fees include materials, coffee break, and certificate.
- Payment by cheque in Top Business' name, cash to our address, Visa or bank transfer.
- Payment is due within 3 working days from course confirmation date. Your registration is confirmed only after payment.
- Payment is nonrefundable, however participant can be substituted or can attend next confirmed round of the same course or another course.

### **For More Information**

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