# Compensation and Benefits Administrator

## Venue Information

**Venue:** London UK

**Place:**

**Start Date:** 2026-10-27

**End Date:** 2026-10-31

## Course Details

**Net Fee:** £4750.00

**Duration:** 1 week

**Category ID:** HRMC

**Course Code:** HRMC-9

## Syllabus

**courses Syllabus**

**Introduction**

Explore the fundamental aspects of effective compensation and benefits administration, delving into strategic dimensions that enhance organizational value and achievement of strategic objectives. Skilllinx presents an engaging courses that emphasizes the critical role of compensation and benefits management in organizational success.

**Highlights:**

- Analysis of current strategic issues confronting organizations
- Strategic impact of pay and motivation
- Encouraging participation, engagement, and achievement of organizational objectives
- Designing compensation strategies to adapt to societal and organizational changes
- Toolkit of practical practices for evaluating and enhancing existing strategies

- Develop a clear understanding of reward philosophy and strategy
- Demonstrate how different components of reward strategy integrate
- Explore effective human resource management issues
- Recognize the significance of employees as the organization's most valuable resource
- Evaluate new practices for organizational benefit

**Content**

**Day One**

**Compensation and Benefits - Good Organizational Practice**

- Reward philosophy
- Pay structures and systems
- Reward strategies and the psychological contract
- Job grades and career mapping
- Job evaluation
- Pay surveys

**Day Two**

**Compensation and Benefits - in Context**

- Motivation models, money, and motivation
- Performance management and performance-related pay
- Competency frameworks
- Team rewards
- Upward and 360 appraisals
- Contingent pay

**Day Three**

**The International Perspective**

- International and multinational perspectives
- Labor market and human resource planning
- Equality and diversity
- Job analysis
- Dynamic organizations and change management strategies
- Changing nature of the employment relationship

**Day Four**

- Trades Unions and employee representatives
- Consultation
- Support for change
- Practical activities

**Day Five**

**Current Good Practice**

- Flexible benefits
- National minimum wage
- Commissions and sales staff
- Profit-sharing
- Case study
- Action planning