



Institute of
Business Administration
Karachi

Leadership and Ideas for Tomorrow

IBA CEE
Center for Executive Education
Institute of Business Administration

BENEFITS

Workshop on **Compensation & Benefits Management**

DATE, TIME & VENUE

- September 13 & 14, 2023
- 9:00 a.m. to 5:00 p.m.
- City Campus, IBA Karachi

PKR 75,000 +5% SST / participant*

**Inclusive of course material, IBA certificate, lunch, refreshments & business networking*

WHO SHOULD ATTEND?

HR Professionals at all levels, Compensation Specialists, Independent HR experts, Recruiters and consultants

PROGRAM OVERVIEW:

This program has been designed to integrate both standard practices and changing trends in C&B management that can be replicated to add value to the organization. A balanced C&B program has considerable impact on an organization's effectiveness by attracting and retaining the right talent, encouraging a culture of pay-for performance, and designing competitive compensation plans.



COURSE OUTLINE

- Aligning Compensation & Benefits plan with strategic goals & company objectives.
- Understanding the various components of C&B
- Linking the C&B package with Hiring Strategy.
- Engaging new employees at induction phase through effective C&B communication tools.
- Methods of Job Evaluation - understanding changing global trends.
- Developing a Salary Administration Program for your organization.
- Salary & Benefits surveys - leveraging compensation for competitive advantage.
- Striking a good balance between internal equity and external parity.
- Focus on diversified aspects while designing your C&B program.
- Employee Benefits designing, changing trends for millennial workforce.
- Designing Incentive Pay programs - increased focus due to cost & economic challenges.
- Benefits Monetization - creating a win-win equation for employer and employee.
- Changing trends for short-term vs. long-term benefits programs.
- Variable Pay for non-sales employees - Key design elements.
- Ways to strengthen the link between pay and performance.
- Changing trends in managing Annual Salary Review cycle.

PROGRAM LEARNING OUTCOMES:

- Able to comprehend and analyze the components of compensation and benefits.
- Become conversant on the changing trends in C&B practices at leading organizations.
- Able to strategize C&B package by linking with business objectives.
- Build a basic understanding around the technical aspects of C&B function such as job evaluation methodologies, S&B surveys, salary administration program and other financial aspects
- Learn the art of linking C&B elements with organization goals.
- Recognize the growing importance C&B initiatives to attract, retain and motivate talent.
- Able to provide C&B solutions that creates a win-win equation for the company and the employees. Capable to design and introduce innovative benefit plans.
- Able to leverage the non-monetary benefits to add value to the overall C&B package.
- Communicate with impact the Total Reward Program to the employees. Learn through experience sharing!

TESTIMONIAL:

“ Compensation & Benefits trainings by Hussain sb is highly recommended. CEE is doing great efforts in providing knowledgeable training. ”



TRAINER PROFILE:

Mr. Hussain Adenwala

HR professional with over 25 years of HR leadership roles at leading MNCs Eli Lilly, GSK and Gillette

Hussain is an accomplished with solid contributions to his credit from people development to conceptualization, designing and implementation of wide range of HR processes such as compensation and benefits (C&B), performance and incentive management, etc.

Many of his designed processes have been recognized as Best Practices and replicated in various countries. He has hands on experience on working on the harmonization of C&B elements and HR policies & processes during mergers, designing pay structures and job grading system.

Hussain has facilitated and moreover conducted salary & benefits surveys and is well regarded as a C&B expert in the country. He has worked in the capacity of Associate Director Compensation Asia Pacific and Middle East and was part of global compensation team at Eli Lilly. In that role he was consulting for countries in Asia Pacific, Middle East and South Africa. Currently, he is Director & HR Consultant at HRFIRST, an HR consultancy firm.

He is an MBA in general management and has acquired learning in HR Strategic and Leadership programs from Australia, USA, Europe and China.

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DISCOUNTS

10% Discount for 2 or more than 2 participants from the same organization

15% Discount for 5 or more than 5 participants from the same organization

For discount details & sponsorships, please contact CEE Open Enrollment Program Office

Registration & Cancellation Policy:

Registrations are only confirmed when full payment has been received from a participant.

For our detailed cancellation policy, please visit:

<https://cee.iba.edu.pk/subtransfund.php>

Note: The center may cancel or postpone a program due to insufficient enrolment or

unforeseen circumstances. In this case, the institute will refund registration fee but will not be responsible for any other related expenses including cancellation/change charges by airline and travel agencies.

The Institute reserves the right to make changes in its program dates, faculty, policies, and fees at any time

Terms of Payment:

Payment is due upon receipt of the acceptance of participants to the program along with the invoice. Please ensure that the payment reaches the CEE Office before commencement of the program because seat in the class will only be reserved once the fee is received.

Payment can be made via cheque / bank draft payable to the "Institute of Business Administration, Karachi" at the following address:

Center for Executive Education (CEE), IBA, City Campus, Garden/Kayani Shaheed Road, Karachi

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