



# Compensation & Benefits Management



April 28 - 29, 2025



City Campus, IBA Karachi

# Program Overview

Compensation and Benefits (C&B) is a major chunk of the organizational budget. With high cost impact, there is an enormous demand for innovative C&B practices. Current economic and business conditions demand shift from traditional compensation practices.

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.

Likewise, a well-designed C&B package is important to motivate the employees to increase the organizational productivity.

The topics have been carefully chosen to provide the HR professionals with a comprehensive view and learning around critical aspects of compensation and benefits management that can be replicated based on the needs of the organization

# 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 functions
- ▶ 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



“ Indeed, it was great learning experience. Thanks to Hussain sb [the trainer]. And the most important thing was for me to interact with all of you [the participants] from the different industries. Let's keep in touch to support each other. ”

**Syed Uzair UI Hassan Shah**  
Senior Rewards Partner, MOL Pakistan

## The Importance of Compensation and Benefits

*The Power of Compensation and Benefits in Building Motivated and Loyal Teams*



The Human Capital Hub

# Topics Covered

- 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 JobEvaluation - 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.
- Ways to strengthen the link between pay and performance Changing trends in managing Annual Salary Review cycle.
- Focus on diversified aspects while designing your C&B program.
- Employee Benefits; designing, cost-benefit analysis & changing trends.
- 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



**30,000+**  
Participants Trained



**16,00+**  
Training since 2009



**225+**  
Companies



**80+**  
Trainers

## Investment

PKR 90,000 5% SST

## Who should attend?

- HR Professionals
- Compensation Specialist
- Independent HR Experts
- Recruiters and Consultants



Trainers:

**Mr. Hussain Adenwala**

HR Professional

For detailed trainer profile please visit website [cee.iba.edu.pk/faculty](http://cee.iba.edu.pk/faculty)



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