



Compensation & Benefits Management



November 12 & 13, 2024



NIBAF, Islamabad

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 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.
- 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 75,000 5% tax

Residential Fees: 15,000 / night

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

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