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**www.btsconsultant.com**

# Advanced Compensation and Benefits Management

## Introduction:

Compensation is a key element of a Total Rewards strategy. Recognized as the world's standard since 1976, the Certified Compensation Professional (CCP) designation is known throughout the employee rewards community as a mark of expertise and excellence in all areas of compensation. Possessing the Certified Compensation Professional designation gives you an edge in today's competitive world. Certification signifies that you are an expert in your field. It gives you, and your employer, confidence in your job skills. As a leader, it demonstrates that you have the knowledge and critical skills in the design, administration, evaluation and management of compensation programs that will attract, motivate and retain top talent who have the ability to provide positive business results.

## Who should attend?

- Managers
- Professionals with experience in the compensation and benefits field
- HR generalists
- Those who wish to enhance their knowledge and skills in this important area of Human Resources

## Methodology

This interactive Training will be highly interactive, with opportunities to advance your opinions and ideas and will include:

- Lectures

- Workshop & Work Presentation
- Case Studies and Practical Exercise
- Videos and General Discussions

## Certificate

BTS attendance certificate will be issued to all attendees completing minimum of 80% of the total course duration.

## The Program Contents:

### DAY 1:

- Strategic Compensation and Benefits.
- Employee Motivation.
- Administrative Expert.
- Compensation and Benefits Administration.
- Managing Audit and Pay Process.

### DAY 2:

- Benefits (Designing Benefits Plans, Healthcare Plans, Insurance Plans, Retirement Plans, Time Off, Trends and Issues).
- Incentives (Understanding Incentives, Roles of Incentives, Designing Incentive Plans, Long-Term Incentives Short-Term Incentives).
- Compensation Salary Structure.
- Legal Aspects.

### DAY 3:

- Approaches to International Compensation and Benefits.
- Issues and Challenges of Equity between Home and Host Location.
- Comparison of Packages — Similarities and Differences,
- Designing Successful International Compensation Packages.
- Expatriate Compensation Methodologies.

**DAY 4:**

- Job Analysis & Performance Management Roles.
- Understanding Jobs, Job Analysis, Job Evaluation and its applications.
- Equalization Issues on Housing, Goods and Services Packages.
- International Transfer Issues.
- Taxation Issues.

**DAY 5:**

- Essential Statistical Tools for Compensation Management.
- Quantitative concepts.
- Statistics — Organizing and Analyzing Data.
- Time Value for Money.
- Statistical Modeling.
- Mathematical and Statistical Applications.
- Statistical Software.