



PROJACS ACADEMY  
by egis



# Compensation, Benefits and Employee Relations

التعويضات والمزايا وعلاقات الموظفين

18-22 September 2023

Istanbul / Turkey

## Introduction

This course has been designed to provide delegates with an understanding of key issues arising when calculating compensation and pay structures and developing attractive and suitable benefits packages. The knowledge and approaches introduced will enable managers to implement an effective system that will support organisational and individual performance, will analyse and benchmark the organisations existing compensation and benefits structure, and will help to ensure the alignment of compensation and benefits strategy with long term corporate objectives.

In addition, delegates will develop an awareness of how Industrial Relations have evolved into Employee Relations, which is having significant impact on business outcomes and employee well-being.

## Objectives

At the end of this course, delegates will be able to:

- Employ more commercial awareness and strategic thinking to compensation benefits and Industrial Relations
- Determine competitive pay and benefit practices
- Understand why good compensation benefits and reward schemes are important
- Understand the wider benefits of how organisations are moving away from Industrial Relations
- Develop employee relation competencies
- Understand the continuing values of employee relations

## Who Should Attend?

This course is aimed at HR professionals, Analysts, Coordinators and Specialists whose roles include industrial relations, compensation, benefits and reward systems within their organisation.

## Course Outline

### Day One

#### **Commercial awareness and strategic approaches to compensation benefits**

- The role and purpose of compensation
- The importance of commercial understanding for the compensation and benefit strategy
- Strategic issues faced that link directly to compensation benefits
- Creating policies and procedures for strategic compensation benefits
- Assuring the fairness of compensation within own organisation

### Day Two

#### **Determining competitive pay and benefit practices**

- Coordinating job evaluation
- Job levels and market pricing
- Sources of pay data
- Performance/incentive pay
- Benchmarking competitive benefits practices

### Day Three

#### **Employee relations**

- Employee relations versus industrial relations
- Employee voice and psychological contract
- Recognising the benefits of employee engagement
- Assessing and measuring employee engagement
- Using benefit policies for employee engagement

### Day Four

#### **Employee relations competencies**

- Develop an awareness of today's competencies to building good employee relations

- Principals of an effective employee communication strategy
- Aligning communications effectiveness
- Meaningful workplace conflict
- Sources of conflict and building the right positions in difficult employee relations

### **Day Five**

#### **The continuing value of employee relations**

- Understand the role of the Trade Unions (Industry Level Bargaining and Partnership Working)
- Enhance management skills which leads to successful employment relationships
- The importance of team working and forming strategic partnership within the organisation as a whole

### Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a 7" Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

### Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

### Schedule

The course agenda will be as follows:

- |                     |                  |
|---------------------|------------------|
| • Technical Session | 08.30-10.00 am   |
| • Coffee Break      | 10.00-10.15 am   |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break      | 12.15-12.45 pm   |
| • Technical Session | 12.45-02.30 pm   |
| • Course Ends       | 02.30 pm         |

### Course Fees\*

- **4,000 USD**  
*\*VAT is Excluded If Applicable*



## المقدمة

تم تصميم هذه الدورة لتزويد المشاركين بفهم للقضايا الرئيسية الناشئة عند حساب هياكل التعويضات والأجور وتطوير حزم مزايا جذابة ومناسبة. ستمكن المعرفة والنهج المقدمة المديرين من تنفيذ نظام فعال يدعم الأداء التنظيمي والفردية، وسيحلل ويقيس هيكل التعويضات والمزايا الحالي للمؤسسات، وسيساعد على ضمان مواءمة استراتيجية التعويضات والمزايا مع أهداف الشركة على المدى الطويل.

بالإضافة إلى ذلك، سيطور المشاركون وعياً بكيفية تطور العلاقات الصناعية إلى علاقات الموظفين، والتي لها تأثير كبير على نتائج الأعمال ورفاهية الموظفين.

## الاهداف

في نهاية هذه الدورة، سيكون المشاركون قادرين على:

- توضيح المزيد من الوعي التجاري والتفكير الاستراتيجي لمزايا التعويضات والعلاقات الصناعية
- تحديد الممارسات التنافسية للأجور والاستحقاقات
- فهم سبب أهمية مزايا التعويض الجيدة وخطط المكافآت
- فهم الفوائد الأوسع لكيفية ابتعاد المنظمات عن العلاقات الصناعية
- تطوير كفاءات علاقات الموظفين
- فهم القيم المستمرة لعلاقات الموظفين

## الحضور

تستهدف هذه الدورة المتخصصين في الموارد البشرية والمحليين والمنسقين والذين تشمل أدوارهم العلاقات الصناعية والتعويضات والمزايا وأنظمة المكافآت داخل مؤسساتهم.