



*Reward and Benefits System Development*





# Course Description

Smart employers know that keeping quality employees requires providing the right compensation and benefits package. Compensation includes wages, salaries, bonuses and commission structures. Properly compensating employees shows you value them as workers and as human beings. When people feel valued, they feel better about coming in to work.

Overall company morale increases and people are motivated to come to work and do a good job. Additionally, when employees know there are bonuses or commissions, they are increasingly motivated to deliver grander results. Bonus and commission compensation plans become a focal point for success.



# Course Description

*Reward and Benefits System Development* training course will utilise detailed case studies and the latest research to explain reward strategies from an administrative, strategic and human perspective. Managing reward is directly linked to performance, productivity, turnover, attitude and the overall health of an organisation. Compensation, pay, benefits, salary and even praise make up what is called 'reward'. Reward is an integral and vitally important part of the fabric of any organisation, from small to large and from government to private

# Course Objectives

**Upon completing this Course successfully, participants will be able to:**

Describe the key economic, psychological and motivational concepts that influence reward

Discuss the role of reward strategies and policies in an organisation

Contribute to the administration of employee-reward policies and processes

Differentiate between the factors that influence employee satisfaction with the reward system

Defend the case for non-financial rewards in attracting, retaining and motivating people

Design a strategic reward plan

# Who should attend?

## **This Course would be suitable for:**

- Human Resource Professionals
- Those working in or recently transferred to compensation, benefits or reward positions
- HR staff who are responsible for the administration of benefits or reward
- HR Business Partners
- Anyone involved in salary, pay and conditions of work

Managers and team leaders involved in reward issues