



— Course details

HRT-024

Human Resources and Training

— Upcoming seminar

**€2,850.-**

Venue

Istanbul - Turkey

Date

4 - 8 May 2026

— Course details

## HR Compensation, Benefit & Reward

Human Resources and Training

— Seminar content

### What you will learn

#### Course Introduction

The Compensation, Benefit and Reward training course provides the latest research and best practice examples to explore reward strategies from administrative, strategic, and human perspectives. Effective reward management directly influences performance, productivity, employee retention, attitude, and the overall well-being of an organization.

Compensation, salary, benefits, and recognition—collectively referred to as "reward"—are essential elements within any organizational framework, whether in small businesses, large corporations, or public and private sectors.

This Compensation, Benefit and Reward training course will highlight:

- Reward management from administrative, strategic, and people-centric angles
- Designing reward and compensation systems that align with your workplace culture

- Understanding the strategic role of employee motivation
- How HR can craft reward systems that support organizational goals
- A practical toolkit with tools and strategies to apply post-training

## Training Objectives

By the end of this Compensation, Benefit and Reward training course, participants will be able to:

- Explain the economic, psychological, and motivational factors that influence reward systems
- Evaluate the role of reward strategies and policies within an organization
- Assess their organization's fairness and equity in terms of reward distribution
- Advocate for the use of non-financial rewards in attracting, retaining, and motivating talent
- Describe the advantages of a total-reward approach to compensation

## Training Methodology

This very practical Compensation, Benefit and Reward training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension, and retention of the information presented. This includes a very interactive presentation style and individual & group activities. Case studies will highlight the major teaching features. Role-Play and feedback will also be utilised to ensure goals are achieved.

## Who should Attend?

This Compensation, Benefit and Reward training course is ideal for a wide range of professionals, particularly:

- Human Resource Professionals
- Individuals in compensation, benefits, or reward roles
- HR staff managing benefits or reward administration
- HR Business Partners
- Managers involved in salary, pay, and workplace conditions
- Managers dealing with reward-related matters

### — Seminar details

## Detailed outline

Day One: The Context of Reward Management

- Introduction to HR reward issues

- Managing reward
- The changing psychological contract
- The importance of the total reward approach
- An introduction to reward strategy

## Day Two: Benefits, Performance-Related Pay, and Motivation

- The psychology of motivation
- Performance Management
- Performance-related pay
- Employee Benefits
- Flexible benefit systems

## Day Three: Job Analysis, Job Evaluation, and Equity

- An introduction to Job or Occupational Analysis (JA)
- An introduction to Job Evaluation (JE)
- Salary and pay surveys
- Inequality in reward – causes
- Inequality in reward – solutions

## Day Four: Non-financial Rewards, Appraisal, and Empowerment

- Non-financial rewards
- Employee Participation
- Employee Engagement
- Why appraisal fails
- Overcoming the main issues with performance appraisal

## Day Five: Creating a Reward Strategy

- Understanding strategy
- Developing a reward strategy
- CIPD Pay management survey
- Executive and Expatriate reward issues
- Personal action planning

— Dates and locations

## Available seminar dates

8 dates

— Presence seminar dates

Date	City	Duration	Price
4 - 8 May 2026	Istanbul - Turkey	5 Days	€2,850.-
15 - 19 June 2026	Rome - Italy	5 Days	€4,250.-
20 - 24 July 2026	Istanbul - Turkey	5 Days	€2,850.-
3 - 7 August 2026	Vienna - Austria	5 Days	€4,250.-
7 - 11 September 2026	Barcelona - Spain	5 Days	€3,850.-
12 - 16 October 2026	Rome - Italy	5 Days	€4,250.-
9 - 13 November 2026	Munich - Germany	5 Days	€3,450.-
14 - 18 December 2026	Amsterdam - Netherlands	5 Days	€4,250.-

— Online seminar dates

Date	Format	Duration	Price
4 - 8 May 2026	Live online	5 Days	€1,850.-
15 - 19 June 2026	Live online	5 Days	€1,850.-
20 - 24 July 2026	Live online	5 Days	€1,850.-
3 - 7 August 2026	Live online	5 Days	€1,850.-
7 - 11 September 2026	Live online	5 Days	€1,850.-
12 - 16 October 2026	Live online	5 Days	€1,850.-
9 - 13 November 2026	Live online	5 Days	€1,850.-
14 - 18 December 2026	Live online	5 Days	€1,850.-