

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-038

Certified Compensation and Benefits Professional

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Course content

Why Attend

Compensation and benefits are among the most critical drivers of employee attraction, motivation, and retention. Organizations that fail to design fair, competitive, and structured reward systems often face high turnover, low engagement, and difficulty attracting top talent.

A well-designed compensation and benefits strategy ensures internal fairness, external competitiveness, and alignment with organizational goals and performance outcomes.

Course Methodology

- Real compensation and benefits case studies
- Interactive workshops and group exercises
- Salary structure design simulations
- Job evaluation practice sessions
- Practical frameworks and templates for reward systems

Course Objectives

- Understand principles of compensation and benefits management
- Design competitive and fair salary structures
- Apply job evaluation and grading systems
- Develop benefits and reward strategies aligned with business goals
- Ensure internal equity and external competitiveness
- Analyze market salary data and benchmarks

Target Audience

- This course is suitable for:
- HR Managers and Compensation Specialists
- Payroll and Benefits Professionals

Course outline

Detailed course outline

Day-by-day outline for Certified Compensation and Benefits Professional.

Day 1 - Fundamentals of Compensation and Benefits

- Introduction to total rewards systems
- Role of compensation in HR strategy
- Principles of fairness, equity, and competitiveness
- Components of compensation packages
- Fixed vs variable pay structures
- Overview of global reward trends

Day 2 - Job Evaluation and Grading Systems

- Job analysis and role profiling
- Job evaluation methods and techniques
- Point factor and ranking systems
- Creating job grades and salary bands
- Ensuring internal equity
- Practical exercise: job evaluation

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Day 3 - Salary Structures and Pay Design

- Designing salary structures and pay ranges
- Market pricing and benchmarking techniques
- Pay progression and increment systems
- Managing pay disparities
- Salary structure alignment with business strategy
- Case study: building a salary structure

Day 4 - Benefits and Reward Strategies

- Types of employee benefits (mandatory and voluntary)
- Designing competitive benefits packages
- Incentives and performance-based rewards
- Non-financial rewards and recognition systems
- Total rewards approach
- Practical workshop: benefits strategy design

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Day 5 - Implementation, Compliance and Best Practices

- Implementing compensation and benefits systems
- Budgeting and cost control in rewards
- Legal and compliance considerations
- Communication of reward policies
- Monitoring and reviewing compensation systems
- Final case study and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Certified Compensation and Benefits Professional generated from the course details page.

Date	Location	Format	Fee
8 - 12 June 2026	Amsterdam	Classroom	€2,975
6 - 10 July 2026	Kuala Lumpur	Classroom	€1,575
10 - 14 August 2026	London	Classroom	€2,940
31 August - 4 September 2026	Barcelona	Classroom	€2,975
14 - 18 September 2026	Munich	Classroom	€2,975
5 - 9 October 2026	London	Classroom	€2,975
16 - 20 November 2026	Amsterdam	Classroom	€2,975

Live online option

Online delivery is available at €1,250.