CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Compensation Benefits and Industrial Relations

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education

Higher Institute of Law and Business (ISDE)

Professional Development Institute

Professional Development Institute

Universidad Camilo José Cela

Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Compensation Benefits and Industrial Relations

About the programme:

Day 1: The Role of Compensation within the Organisation Defining the role and purpose of compensation The importance of perception Communicating the process, thinking and practical application of compensation Understanding the purpose of benefits Deciding what fits and different approaches to benefits packages Linking the reward system to business strategy Day 2: Determining Competitive Pay and Benefit Practices Keeping good employees - what will make them stay and stand out from the rest? Intrinsic compensation - job characteristics Extrinsic compensation - adjustments, legal requirements,

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Analyse the components and objectives of a total reward package.

b. Compare job evaluation approaches for building salary structures.

c. Assess the role of benefits in workforce retention.

d. Interpret reward data to identify internal consistency concerns.

e. Prepare a structured discussion of compensation issues with employee representatives.

Target audience:

a. Compensation and benefits specialists.

b. HR managers responsible for reward policy.

c. Employee relations and payroll officers.

Daily programme:

• Day 1: The role of compensation and benefits in the organisation

a. Defining the role and purpose of compensation in the employment relationship

b. Why employee perception of fairness matters as much as the pay level itself

c. Communicating the reasoning and practical application of compensation decisions

d. Linking the total reward system to organisational strategy and budget

e. Case study: comparing two total reward packages and their fit with organisational strategy

f. Day output: total reward map showing pay, benefits and non-financial elements

• Day 2: Competitive pay, job evaluation and salary structures

a. Intrinsic compensation: job design, autonomy and the characteristics of the work

b. Extrinsic compensation: adjustments, statutory requirements and discretionary benefits

c. Job evaluation approaches compared for building internally consistent grades

d. Market pay surveys, salary ranges and bonus plan design

e. Workshop: building a simple grade structure from evaluated job data and market references

f. Day output: draft salary structure with grade ranges

• Day 3: Benefits, retention and the people element

a. Deciding which benefits fit the workforce and the different package approaches

b. What makes good employees stay: retention drivers and benefit effectiveness

c. Attracting external candidates and matching the expectations of internal staff

d. Communicating reward decisions and changes so they are understood and accepted

e. Case study: reviewing a benefits package after rising staff turnover in a key function

f. Day output: benefits review note with retention priorities

- **Day 4: Reward data analysis and the skills of the compensation manager**

a. Interpreting reward data to identify internal consistency and equity concerns

b. Compa-ratios, pay compression and range penetration as diagnostic measures

c. Analytical, negotiation and communication skills the compensation manager needs

d. Organising reward work, delegating tasks and acting as a fair equaliser between groups

e. Workshop: analysing a payroll extract to find pay anomalies and their likely causes

f. Day output: pay consistency analysis with corrective options

- **Day 5: Industrial relations and collective bargaining**

a. Unitarist, pluralist and radical perspectives on the employment relationship

b. Managing conflict at work and the main routes to resolving industrial disputes

c. Collective bargaining: preparation, positions and agreed outcomes

d. How the state of industrial relations affects productivity and service delivery

e. Workshop: role play of a pay discussion with employee representatives

f. Day output: structured agenda and position paper for a reward negotiation

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,

International Programmes Department

"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Compensation Benefits and Industrial Relations**	Course Title
Language	**English**	Course Language
Duration	**5 days**	Duration
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
London, United Kingdom	15 - 19 Feb 2027
Cairo, Egypt	05 - 09 Apr 2027
Madrid, Spain	05 - 09 Jul 2027
Barcelona, Spain	04 - 08 Oct 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

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Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington