

ADVANCED COMPENSATION AND BENEFITS



GENTEX[®]
TRAINING CENTER



Introduction

The Advanced Compensation and Benefits Training Course prepares HR professionals to design reward systems that attract, motivate, and retain top talent. Effective compensation strategies align employee pay with organizational goals while remaining fair and competitive. This course explores job evaluation methods, salary benchmarking, incentive design, and benefits administration used by leading employers. Participants also examine how total rewards strategies support employee satisfaction and business performance. Furthermore, the course covers regulatory considerations and pay equity principles that shape compensation decisions. As a result, learners build the confidence to design and manage reward structures that meet both employee and organizational needs. By the end, participants will apply proven compensation frameworks within their own workplaces.

Advanced Compensation and Benefits Course Objectives

- Apply job evaluation methods such as point-factor and Hay Group systems
- Conduct salary benchmarking using market pay surveys and data
- Design pay structures, including grades, ranges, and broadbands
- Build variable pay and incentive plans linked to performance
- Apply total rewards frameworks to align pay with business strategy
- Design employee benefits packages that support retention and wellbeing
- Assess pay equity and address gender pay gap concerns
- Use compensation analytics to guide reward decisions
- Comply with labor regulations affecting pay and benefits practices
- Communicate compensation policies clearly to employees and managers

Course Methodology



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- Interactive lectures covering compensation theory and reward strategy
- Case study analysis of organizations with effective total rewards programs
- Hands-on workshops using job evaluation and salary benchmarking tools
- Group exercises designing incentive plans and benefits packages
- Practical templates for pay structures and compensation policies
- Peer feedback sessions on compensation strategy proposals

Who Should Take This Course

- Compensation and benefits managers and specialists
- HR managers responsible for reward strategy
- HR business partners supporting pay decisions
- Payroll and total rewards professionals
- Finance professionals involved in workforce budgeting
- HR consultants advising on compensation design

Advanced Compensation and Benefits Course Outlines

Day 1: Foundations of Compensation Strategy

- Define compensation and its role within total rewards
- Explore the link between pay strategy and business goals
- Introduce job evaluation methods, including point-factor systems
- Review the Hay Group job evaluation methodology
- Identify internal equity and external competitiveness factors
- Examine trends shaping modern compensation practices
- Assess current compensation practices within participants' organizations





Day 2: Salary Structures and Market Benchmarking

- Conduct salary benchmarking using market pay surveys
- Design pay grades, ranges, and broadband structures
- Apply compa-ratio analysis to assess pay competitiveness
- Build salary structures aligned with job evaluation results
- Address pay compression and progression challenges
- Use compensation analytics to guide structure decisions
- Review case studies of effective salary structure design

Day 3: Incentive and Variable Pay Design

- Design short-term incentive plans linked to performance metrics
- Build long-term incentive plans, including equity-based rewards
- Apply sales commission and bonus structures effectively
- Align incentive plans with organizational performance goals
- Evaluate the effectiveness of existing incentive programs
- Address common pitfalls in variable pay design
- Balance fixed and variable pay components strategically

Day 4: Employee Benefits and Total Rewards

- Design employee benefits packages that support wellbeing
- Compare health, retirement, and flexible benefits options
- Apply total rewards statements to communicate value to employees
- Assess benefits costs against organizational budget constraints
- Explore flexible and voluntary benefits programs

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- Align benefits offerings with employee demographics and needs
- Review benchmarking data for competitive benefits packages

Day 5: Pay Equity, Compliance, and Communication

- Assess pay equity and identify gender pay gap risks
- Apply labor regulations affecting compensation and benefits
- Conduct pay equity audits using compensation data
- Communicate compensation policies clearly to employees
- Train managers to discuss pay decisions with staff
- Build a compensation governance framework for consistency
- Present a personal compensation strategy plan for feedback

Conclusion

By successfully completing the Advanced Compensation and Benefits, participants will gain practical knowledge of job evaluation, salary benchmarking, incentive design, and benefits administration. They will also acquire the skills to build pay structures that support pay equity and regulatory compliance. Furthermore, participants will understand how to communicate compensation policies effectively across their organizations. Gentex Training Center's Advanced Compensation and Benefits Training Course prepares HR professionals to design reward systems that attract and retain top talent.

FAQs





Q1 What is the "Advanced Compensation and Benefits" course about?

This course explains how HR professionals design and manage reward systems, including salary structures, incentive plans, and employee benefits. It focuses on practical methods that help organizations attract, motivate, and retain talent while maintaining fairness and regulatory compliance.

Q2 What are the key benefits of the "Advanced Compensation and Benefits" course?

Participants gain the ability to design competitive pay structures, build effective incentive plans, and manage benefits programs confidently. The course also strengthens skills in pay equity analysis, helping organizations reduce compliance risks and improve employee satisfaction.

Q3 What skills will I gain from the "Advanced Compensation and Benefits" course?

Learners develop skills in job evaluation, salary benchmarking, incentive plan design, and benefits administration. These four core skills allow HR professionals to build reward systems that align pay with performance while supporting organizational budget goals.

Q4 What tools, methods, or standards are covered in the "Advanced Compensation and Benefits" course?

The course covers point-factor and Hay Group job evaluation systems, market pay surveys, compa-ratio analysis, and total rewards statements. Participants also explore compensation analytics tools and pay equity audit techniques used in reward management.



Q5 How is the "Advanced Compensation and Benefits" course applied in real-world practice?

Participants apply course concepts by building salary structures, designing incentive plans, and drafting total rewards statements. These exercises prepare learners to manage real compensation reviews, benefits negotiations, and pay equity audits within their organizations.