

DYNAMICS OF COMPENSATION & BENEFITS



GENTEX[®]
TRAINING CENTER



Introduction

Dynamics of Compensation & Benefits Training Course prepares HR professionals to design fair, competitive pay and benefits structures that attract and retain top talent. A well-structured compensation strategy strengthens employee satisfaction while supporting organizational budgets. This program combines proven compensation frameworks with practical tools for job evaluation, market benchmarking, and benefits design. Furthermore, it addresses common challenges such as pay inequity, unclear salary structures, and disconnected benefits programs. Delegates leave with methods they can apply immediately, from salary banding to total rewards statements. As a result, organizations benefit from stronger pay equity, improved retention, and more competitive talent positioning.

Dynamics of Compensation & Benefits Course Objectives

- Apply job evaluation methods to determine internal pay equity
- Conduct market benchmarking using salary survey data
- Design salary structures using pay grades and bands
- Build total rewards statements that communicate full compensation value
- Apply pay equity analysis to identify and correct disparities
- Design benefits packages aligned with employee needs
- Use variable pay and incentive structures to drive performance
- Apply compensation compliance standards across regions
- Build compensation policies that support organizational strategy
- Evaluate compensation program effectiveness using retention data

Course Methodology

- Interactive workshops using real compensation case studies

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- Hands-on exercises building sample salary structures
- Group activities applying job evaluation methods
- Practical application of market benchmarking tools
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

Who Should Take This Course

- HR professionals responsible for compensation and benefits
- Compensation analysts and specialists
- HR managers designing pay structures
- Talent management professionals supporting retention
- Finance professionals collaborating on compensation budgets
- Professionals transitioning into compensation and benefits roles

Dynamics of Compensation & Benefits Course Outlines

Day 1: Foundations of Compensation Strategy

- Purpose and value of a structured compensation strategy
- Linking compensation to organizational goals
- Overview of job evaluation methods
- Understanding internal and external pay equity
- Case study: compensation strategy alignment
- Practical exercise: mapping compensation priorities
- Group discussion on compensation challenges





Day 2: Job Evaluation and Salary Structures

- Applying job evaluation methods for internal equity
- Designing pay grades and salary bands
- Conducting market benchmarking using survey data
- Structuring salary ranges for different roles
- Practical exercise: building a sample salary structure
- Group review of pay grade design
- Discussion on structuring for fairness

Day 3: Pay Equity and Compliance

- Conducting pay equity analysis
- Identifying and correcting pay disparities
- Applying compensation compliance standards
- Managing multi-region compensation considerations
- Practical exercise: analyzing a sample equity report
- Group discussion on compliance risks
- Case study: correcting pay inequities

Day 4: Benefits Design and Total Rewards

- Designing benefits packages aligned with employee needs
- Building total rewards statements
- Applying variable pay and incentive structures
- Balancing cost with employee value
- Practical exercise: drafting a total rewards statement

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- Group review of benefits package design
- Feedback session on total rewards communication

Day 5: Compensation Policy and Program Evaluation

- Building compensation policies aligned with strategy
- Evaluating program effectiveness using retention data
- Sustaining pay equity over time
- Communicating compensation decisions to employees
- Adjusting compensation strategy based on market shifts
- Action-planning for post-course application
- Final review and course wrap-up

Conclusion

By successfully completing Dynamics of Compensation & Benefits Training Course, participants will have acquired practical tools for job evaluation, salary structuring, and benefits design. Furthermore, delegates will understand how to apply market benchmarking, pay equity analysis, and total rewards communication to strengthen compensation strategy. As a result, they will be better equipped to build fair, competitive pay systems. Gentex Training Center designed this course to help organizations attract and retain talent through effective compensation practices.

FAQs





Q1 What is the "Dynamics of Compensation & Benefits" course about?

This course covers job evaluation, salary structuring, pay equity analysis, and benefits design for building fair compensation systems. Participants learn practical methods for creating competitive pay structures that support organizational retention goals.

Q2 What are the key benefits of the "Dynamics of Compensation & Benefits" course?

Participants gain stronger job evaluation skills, improved salary structuring, and reliable pay equity analysis methods. Furthermore, organizations benefit from stronger pay equity, improved retention, and more competitive talent positioning in the market.

Q3 What skills will I gain from the "Dynamics of Compensation & Benefits" course?

Delegates develop job evaluation, salary structuring, pay equity analysis, and benefits design skills. These four core competencies help HR professionals build compensation systems that are fair, competitive, and aligned with organizational strategy.

Q4 What tools, methods, or standards are covered in the "Dynamics of Compensation & Benefits" course?

The course covers job evaluation methods, market benchmarking through salary surveys, pay grades and bands, and total rewards statements, giving participants practical, industry-recognized tools for compensation and benefits design.

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Q5 How is the "Dynamics of Compensation & Benefits" course applied in real-world practice?

Participants apply job evaluation methods to assess internal equity, use market benchmarking to set competitive pay, and design total rewards statements, directly improving how organizations structure and communicate compensation.

