



HUMAN RESOURCES MANAGEMENT

CB7 COMPENSATION BENEFITS AND INDUSTRIAL RELATIONS


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This course will ensure delegates understand the key elements needed to set up a compensation and benefits programme or review the present one within your organisation. Delegates will have the opportunity to explore the most appropriate and effective forms of non-financial rewards and benefits and how to ensure that staff are motivated and managed.


SKILLS ATTAINED


- ✓ Understand and manage the compensation and benefits packages
- ✓ Manage the salary structure and retain competitive pay system
- ✓ Link the company reward system to business strategy
- ✓ Create pay and bonus plans
- ✓ Manage industrial relations
- ✓ Implement positive employee relations

COURSE INFORMATION

 5 Training Days

 29 Jul - 02 Aug 19 (London)
21 - 25 Oct 19 (London)
10 - 14 Nov 19 (Dubai)
27 - 31 Jan 20 (London)

 London: £3600 + VAT
Dubai: \$4400

 Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.



Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

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COURSE PROFILE

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

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, discretionary benefits Market competitive pay systems
- ✓ Salary structures - Bonus plans

The People Element

- ✓ Developing and keeping positive employee relations
- ✓ Attracting people from outside the organisation
- ✓ Motivating internal employees and matching their expectations
- ✓ Communicating decisions and changes effectively


Industrial Relations


- ✓ The three 'schools of thought' - Pluralist, Unitarist and Radical
- ✓ Management of conflict in industry
- ✓ Collective bargaining
- ✓ How industrial relations impact your business
- ✓ Resolutions of industrial conflict
- ✓ Positive employee relations

WHO SHOULD ATTEND

This course is aimed at HR professionals, analysts, coordinators and specialists whose roles include industrial relations, compensation, benefits and reward systems within their organisation.

COURSE BOOKING

 +44 (0) 207 724 6007

 training@lmcuk.com

 www.lmcuk.com

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"Thanks to all the tutors for their excellent way of training."

Mohammad Ghuloom
KOC, Kuwait