

STRATEGIC COMPENSATION & BENEFITS



OVERVIEW

Many employers are facing a challenge of aligning compensation and benefits practices with business strategies, and implementing advanced compensation techniques that improve the relationship between compensation, employee performance and business results. Organizations are seeking new and advanced ways to motivate and retain their top talent and best performers while maintaining control on compensation budgets. This requires new approaches for highly selective compensation practices to balance the short-term need to manage costs and meet growth objectives with the long-term imperative.

Date : September 21, 2018 **Time :** 9:30am to 5:30pm

Venue : TBC **Fees :** BDT 4,000/- +VAT

TRAINER



Tahseen Zakaria, SPHRi
Lead Consultant
SkillWiz

Mr. Tahseen Zakaria - Senior Professional in Human Resources-International (SPHRi) is the Lead Consultant of SkillWiz having spent significant professional stint in different organizations such as Airtel Bangladesh Ltd. GlaxoSmithKline Bangladesh Ltd. United Nations Office for Project Services, Apollo Hospitals Dhaka, and BSRM Group in different levels of Human Resource Management capacity. Tahseen has repeatedly proved himself adding value to business by implementing strategic HR initiatives and have been able to successfully link theories to practices on different occasions.

Tahseen is actively involved in Human Capital development through HR consultancy and/or Training & Development interventions for last 10 years and is a certified Trainer by EU-ILO (TVET) program. He is also a member of Bangladesh Society for Learning & Development (BOLD), Associate Member of Bangladesh Society for Human Resource Management (BSHRM), and Founder Member & Treasurer of HR Forum, Chittagong.

Mr. Tahseen, SPHRi holds an MBA from London Metropolitan University (UK) and a Bachelors degree in Computer Science & Engineering. He is a GSK certified L1 Auditor and a certified Trainers Trainer by ILO- TVET & EU. He is member and co-founder of HR Forum, a Chittagong based voluntary organization facilitating people development and Associate member of Bangladesh Society for Human Resource Management (BSHRM).

TRAINING BENEFITS

- Define and demonstrate understanding of the importance of compensation
- Design a comprehensive compensation system
- List the benefits of job evaluation and choose an appropriate system for own organization
- Assess and provide advice on regional compensation practices
- Recite the principal steps in a compensation survey
- Develop solutions for your compensation and reward issues
- Network with your fellow delegates and Course Director to discuss practical issues

TOPICS WILL COVER

The role of Compensation within the organization

- Defining the role and purpose of compensation

The role of the Compensation and Benefits function

- Defining the value of C&B within your organization
- How C&B links to the wider HR function

Building a Total Compensation Plan

- Defining total compensation and articulating its importance to the organization
- Defining non-cash rewards
- Measuring and communicating non-cash rewards

Motivation and compensation plan

Income tax

Performance based pay

WHO SHOULD PARTICIPATE?

HR Executives, HR Managers, Administrators, Finance or Accounting Staff and those who handle the Compensation & Benefits / Payroll function in their organizations.