

Course : Building a Compensation & Benefits policy

Practical course - 2d - 14h00 - Ref. PBC

Price : 1590 CHF E.T.



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Implementing an HR policy focused on promoting compensation and benefits is an integral part of any HR strategy, particularly when it comes to strengthening the employer brand and building employee loyalty. This training course teaches you how to integrate best practices in compensation and benefits. You'll learn how to analyze competitive benchmarks, balance motivation and financial efficiency, while integrating corporate sustainability and social responsibility objectives.



Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Building a compensation and benefits (C&B) policy through a responsible and inclusive approach
- ✓ Analyze a competitive benchmark to position yourself against competing HR policies
- ✓ Define the balance between motivational leverage, financial efficiency and organizational development
- ✓ Promote effective and dynamic communication, integrating sustainability and CSR into compensation policies

Intended audience

HR managers, payroll managers, management controllers, company directors and anyone wishing to develop a compensation and benefits policy.

Prerequisites

No special knowledge required.

Practical details

Quizzes, case studies, analyses, exchanges of experience.

Course schedule

PARTICIPANTS

HR managers, payroll managers, management controllers, company directors and anyone wishing to develop a compensation and benefits policy.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Develop the company's compensation policy

- Understand different pay practices, their rationale and the strategic stakes for employers.
- Recognize the components of compensation.
- Identify the different tools of a compensation policy and understand their impact.
- Formalize and manage your compensation system (choice of tools, internal and external communication, management ratios, benchmarking, etc.).
- Acquire skills in negotiation, budgeting and payroll management.
- Master the principles, players and tools for implementing salary reviews.

2 Developing company benefits

- Establish a framework for defining company benefits.
- List issues to better prioritize and classify them.
- Take into account the fundamentals of social protection: medical expenses, provident funds, pensions, other benefits (working hours, vehicle, welfare, etc.).
- Apply the principles of form and content of a policy "benefits".
- Design an internal and external employer brand (communication and management).
- Adapt the offer to the different generational and cultural expectations of employees.

3 Adopting a performance management approach that balances fairness and competitiveness

- Situate the stakes of a compensation policy (HR stakes and those linked to corporate strategy).
- Define your company's priority objectives (attract, retain, reward, while ensuring fairness).
- Managing internal equity and its practical applications: regulatory obligations in terms of equity (mandatory indicators and ratios).
- Ensure pay equity by building a pay grid using [[classification]] mechanisms.
- Implement the CSR strategy within the framework of the compensation and benefits policy.

4 Secure your practices in a constantly changing environment

- Master the C&B function in an international context and integrate the fundamentals of international mobility.
- Take into account trends in wage policies and the "[wage market]" by benchmarking practices.
- Modifying variable pay: trends and points to watch out for.
- Analyze the latest news on employee benefits in France.
- Optimize business practices using contextual evolution.

5 Organize effective communication to boost business practices

- Include social partners in mandatory annual negotiations.
- Involve managers as "actors of change" in communication with their staff.
- Involve employees through individual social reviews.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

REMOTE CLASS

2026 : 26 Mar., 22 June, 2 Nov.