

MASTERING TOTAL REWARDS

*A Virtual and Interactive
Training Program for HR
Professionals*



**HR
SCHOLARS
GUILD**



MASTERING TOTAL REWARDS

Topics

- ◆ Total Rewards Framework
- ◆ Compensation in Reward Strategy
- ◆ Elements of Compensation Structure & CTC
- ◆ Establishing Pay Rates
- ◆ Statutory Framework for Compensation
- ◆ Variable Pay and Long term incentives
- ◆ Job Evaluation & Compensation Surveys
- ◆ Expatriates Compensation

Total Rewards is not just about pay; it's about creating experiences that inspire people to give their best.



MASTERING TOTAL REWARDS

LEARNING CONTENT

Total Rewards Framework

- Identifying business drivers for total rewards
- Aligning Total Rewards strategy with organisational vision

Compensation in Reward Strategy

- Role and positioning of compensation within total rewards
- Establishing pay philosophy and competitiveness

Elements of Compensation Structure & CTC

- Understanding key compensation terminologies
- Elements of salary structure and CTC (excluding stock options)

Establishing Pay Rates

- Defining the organisation's approach to pay
- Setting the base salary

Statutory Framework

- Key statutory provisions in India
- Brief overview of new Labour Codes relevant to C&B (Wages & Social Security)

Variable Pay & LTI

- Types of variable pay plans (individual, team, organisational)
- Designing performance-linked incentives

Job Evaluation & Compensation Surveys

- Job Evaluation: Overview and difference from job mapping
- Designing and participating in compensation surveys

Expatriates Compensation

- Elements of international compensation packages
- Allowances, taxation, and mobility policies



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LEARNING OUTCOMES

After completion of this program, the participants will be able to:

- Describe and apply the philosophy of Total Rewards in alignment with organisational strategy.
- Develop and implement effective reward strategies tailored to business context.
- Understand and structure CTC components accurately.
- Apply statutory and compliance frameworks to compensation management.
- Design variable pay and incentive structures that drive performance.
- Differentiate between job evaluation and job mapping methods.
- Conduct and interpret compensation surveys for decision-making.
- Manage expatriate compensation and mobility policies effectively.
- Apply long-term incentive mechanisms to retain and engage critical talent.
- Design salary increment structures aligned with performance and market trends.



4 Saturdays: Nov 8, 15, 22, & 29, 2025
Time: 9:30 – 12:30 pm

Program Fee:
All Sessions + Action Learning
Project + Certification

INR 7,900

Happy to assist you



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