



**London TDM**

## **HR Training Courses**

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 25 January 2026 To 29 January 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

This 5-day professional course on "Salary Structuring and Job Evaluation" is designed to equip HR professionals and managers with the knowledge and tools needed to establish fair and competitive compensation structures. By the end of the course, participants will be able to effectively assess and structure salaries within their organizations, ensuring alignment with industry standards and internal equity.

### Objectives

- Understand the fundamental concepts of salary structuring.
- Learn methodologies for conducting effective job evaluations.
- Explore different compensation models and practices.
- Develop skills to align compensation strategies with organizational goals.
- Gain insight into global trends and legal considerations in salary structuring.

## Course Outlines

### Day 1: Introduction to Salary Structuring

- Overview of salary structuring concepts and importance.
- Components of a comprehensive compensation package.
- Introduction to job evaluation and its role in salary structuring.
- Understanding internal and external equity in pay structures.
- Identifying key factors influencing salary decisions.

### Day 2: Job Evaluation Techniques

- Overview of job evaluation methods and approaches.
- Conducting job analysis for accurate job descriptions.
- Utilizing point-factor systems for job evaluation.
- Job grading and classification systems.
- Case studies on successful job evaluations.

### Day 3: Designing Competitive Compensation Structures

- Exploring various compensation models and practices.
- Developing a salary range structure and pay grades.
- Incorporating bonuses and incentives in salary structures.
- Aligning compensation strategies with business objectives.
- Utilizing technology in compensation planning and analysis.

### Day 4: Legal and Ethical Considerations

- Understanding legal compliance in salary structuring.
- Addressing pay equity and anti-discrimination laws.
- Ethical considerations in compensation management.
- Managing salary negotiations and expectations ethically.
- Handling discrepancies and grievances in compensation.

## **Day 5: Global Perspectives and Trends**

- Examining global trends in salary structuring and job evaluation.
- Adapting compensation strategies for multinational organizations.
- Understanding cultural influences on compensation perceptions.
- Benchmarking and salary surveys - A global approach.
- Future directions in compensation and job evaluation practices.