Garnet
Garnet Global Training Center

GGT-HR-104

Human Resources

Compensation & Benefits Design

تصميم نظم التعويضات والمزايا

Duration	Language	Formats	Hours	Level
5 or 10 days	**English or Arabic**	**Classroom, online, in-house**	**35 / 70**	**Intermediate (practitioner)**

Overview

Participants in Compensation & Benefits Design practise the methods, tools and standards they need to perform reliably and solve problems on the job. Build the people systems that attract, grow and keep the talent an organisation depends on. You can join a public session in one of 20 cities or live online, in English or Arabic, or bring the course in-house with examples from your own operations.

What you will be able to do

- Apply the methods and standards of Compensation & Benefits Design to real tasks.
- Interpret data and results correctly and act on them.
- Follow safe, compliant and documented work practices.
- Avoid the mistakes that most often cause rework or failure.
- Share good practice with your team.

Who should attend

HR managers and business partners, recruiters, L&D and reward specialists. Practitioners with one to five years of experience benefit most.

Key topics

- HR strategy aligned to business goals
- Competency frameworks
- Labour law essentials in the region
- Metrics and HR analytics
- Engagement and retention
- Policy and process design

Formats and fees

5-day classroom	**USD 4,750**
5-day online	**USD 2,950**
10-day classroom	**USD 8,950**
10-day online	**USD 5,450**
In-house	**Quotation per group**

Fees per participant, excluding VAT.

Register or ask

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Email: info@garnettrainings.com

Training: training@garnettrainings.com

Web: garnettrainings.com

Sharjah Publishing City Free Zone, Sharjah, UAE

Certificate

Participants who attend at least 90% of sessions and complete the final assessment receive a certificate of completion stating 35 contact hours (5-day) or 70 contact hours (10-day).

5-day outline

Day 1 Compensation & Benefits Design: principles and standards

- Engagement and retention
- Group discussion and peer review

Day 2 Methods and tools in practice

- Policy and process design
- HR strategy aligned to business goals

Day 3 Diagnosis and problem solving

- Competency frameworks
- Measurement and reporting

Day 4 Quality, safety and documentation

- Labour law essentials in the region
- Hands-on workshop on a workplace challenge

Day 5 Workshop, assessment and action plan

- Metrics and HR analytics
- Common mistakes and how to avoid them

10-day outline

Day 1 Compensation & Benefits Design: principles and standards

- Engagement and retention
- Group discussion and peer review

Day 2 Methods and tools in practice

- Policy and process design
- HR strategy aligned to business goals

Day 3 Diagnosis and problem solving

- Competency frameworks
- Measurement and reporting

Day 4 Quality, safety and documentation

- Labour law essentials in the region
- Hands-on workshop on a workplace challenge

Day 5 Workshop, assessment and action plan

- Metrics and HR analytics
- Common mistakes and how to avoid them

Day 6 Advanced techniques and specialist practice

- Complex cases in depth
- Regional and international case studies

Day 7 Digital tools, data and automation

- Analysis tools and software
- Using AI in this field

Day 8 Benchmarking against international practice

- Global performance benchmarks
- Checklists and templates to take away

Day 9 Capstone project

- Analyse a real challenge from your organisation
- Build the solution and implementation plan

Day 10 Presentations, final assessment and certificates

- Project presentations and review
- Final exam and certificate award

Schedule 2027–2030

Dates	Format	City	Language	Fee (USD)
1–5 Mar 2027	5-day online	Live online	English	2,950
15–26 Aug 2027	10-day classroom	Jeddah	English	8,950
4–8 Oct 2027	5-day classroom	Abu Dhabi	English	4,750
15–19 Nov 2027	5-day classroom	Geneva	English	4,750
14–25 Feb 2028	10-day online	Live online	Arabic	5,450
1–12 May 2028	10-day classroom	Istanbul	English	8,950
13–17 Nov 2028	5-day classroom	Dubai	Arabic	4,750
4–8 Dec 2028	5-day classroom	Vienna	English	4,750
18–22 Feb 2029	5-day classroom	Kuwait City	English	4,750

Dates	Format	City	Language	Fee (USD)
9–13 Apr 2029	5-day online	Live online	English	2,950
21 May – 1 Jun 2029	10-day classroom	Dubai	English	8,950
5–9 Nov 2029	5-day classroom	Abu Dhabi	Arabic	4,750
17–28 Feb 2030	10-day classroom	Doha	Arabic	8,950
12–23 Aug 2030	10-day online	Live online	Arabic	5,450
15–19 Sep 2030	5-day classroom	Kuwait City	English	4,750
6–10 Oct 2030	5-day classroom	Amman	English	4,750

Customised and in-house versions of this course are available on request. garnettrainings.com/en/customise/