

# MANAGING COMPENSATION AND BENEFITS



Managing Compensations and Benefits gives structure to the workplace, defines what employees are responsible for, and gives both parties the necessary direction for resolving workplace conflict in terms of compensation and benefits. The courses are primarily designed to keep workers in Cambodia understanding and make sure they are treated fairly, although laws, and policies are in place to protect employers' interests as well. By this, HR personnel at all levels should have a clear understanding of such laws to avoid any employer's or employee's misconduct or irresponsibility. Full employment compliance with the law brings about the company's better branding as well.

## ■ Course Objective

Upon the completion of this two-day training, participants are expected to:

- ✓ Understanding about compensations and benefits policies and working
- ✓ Conditions in Cambodia
- ✓ Follow the provisions of the roles and responsibilities of the employer in relation to employment compliance with Cambodian labor law
- ✓ Implement Cambodian labor law and working conditions for HR Professionals
- ✓ Enhance the ability to effectively perform HR functions including staff recruitment and selection, training and development, talent management, compensation and payroll management.

## ■ Course Outline

- Managing Compensation and Benefits
- Remuneration Strategies
- Fringe Benefits Package
- Pay Policy and Criteria
- Salary, Grade, and Pay Administration
- Employee Payroll Management

## ■ Who Should Attend?

The course is designed for directors, HR managers/Officers, all levels of managers and who work related to managing human resources to implement Cambodian labor law, Compensation and Benefits, and working conditions more effectively within companies, MFIs banks, and NGOs.

## ■ Course Structure

The certificate course in Managing Compensations and Benefits takes approximately 16 hours OR is offered 2 days. The course is based on a participatory, active learning approach, group discussions. An Action Guide for Managing Compensations and Benefits, by Mr TE Lay. Participants will receive a Certificate of Participation upon successful completion of the course. The maximum number of participants is 20.