

# Module 04

## Managing Compensation And Benefits

This **Managing Compensation and Benefits** course is designed to equip you with knowledge about how organizations design and manage programs to attract, retain, and motivate their workforce. You will learn about different ways companies pay their employees, including base salary, bonuses, commissions, etc., and the benefits offered by organizations such as health insurance, pension scheme, incentives, etc. in Cambodia. You will gain insights into the laws and regulations that govern compensation and benefits programs in Cambodia, and explore how companies design compensation and benefits programs to align with their overall business goals.

### TOPICS INCLUDED :



#### **MODULE 01: Managing Compensation and Benefits**

- Introduction
- Why managing Compensation and Benefits?



#### **MODULE 02: Remuneration Strategies**

- Salary, Benefits & Incentives
- How to attract top talents, motivate & retain employees, and cost control?



#### **MODULE 03: Fringe Benefits Package**

- What is a Fringe Benefits Package?
- Know the types of fringe benefits that you can offer to your employees



#### **MODULE 04: Pay Policy and Criteria**

- What is a Pay Policy?
- Criteria to set guidelines to decide pay-scales in your company?



#### **MODULE 05: Salary, Grade and Pay Administration**

- Learn how Salary, Grade and Pay Administration all work together to establish a fair and organized system for compensating employees



#### **MODULE 06: Employee Payroll Management**

- Learn the various steps in employee payroll management including; time keeping, payroll disbursement, record keeping, etc.

## Course Structure

This certificate course in Managing Compensation And Benefits is offered in approximately **16 hours OR 2-days** period. The course is based on a participatory, active learning approach and group discussions. Participants will receive a Certificate of Participation upon successful completion of the course.

## Who Should Attend?

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



## Learning Outcome

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

- Understand about compensation and benefit policies and working conditions in Cambodia.
- Follow the provisions of the roles and responsibilities of the employer in relation to employment in 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 Fee

The most affordable course to acquire valuable knowledge and skills to unlock your HRM potential.



## FULL COURSE

Enroll full course and master your HR management skills to the fullest.



## SINGLE MODULE

Select and pay for any single module course(s) specific to your area of interest and needs.



## 20% DISCOUNT

Join the FULL Course or any SINGLE MODULE, ONLINE via zoom and get an additional 20% discount

### Full Course Fee

**825\$**

Normal Price

**725\$**

Early Bird

### Per Module Fee

**195\$**

Normal Price

**175\$**

Early Bird

*Join us and equip yourself with the knowledge and skills needed to launch a career in Human Resources or boost your skills like communication, conflict resolution, and problem-solving, etc., as a HR professional. At EDI, we are committed to professional development and help you stay up-to-date on the latest trends and best practices.*

## Contact Us For More Information :

 016 818 959 | 099 989 422

 [training@edi-cambodia.org](mailto:training@edi-cambodia.org)

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Scan **QR** To **Register** Course:



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# 9A, St. 370, Sangkat Boeng Kengkang I,  
Khan Boeng Keng Kang, Phnom Penh, Cambodia

Phone : +855 - 15 728 123 | 92 888 955

Email : business@edi-cambodia.org | training@edi-cambodia.org

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