



TOTAL REWARD STRATEGY : COMPENSATION & BENEFITS

28-29 OCT 2026 | 9.00AM - 5.00PM |
MEFA TRAINING CENTER, PJ

Course Overview

This program introduces the concept of Total Reward Strategy, covering compensation, benefits, and non-monetary rewards used to attract, motivate, and retain employees. Participants will explore salary structures, incentives, wellness benefits, and career development opportunities aligned with organizational goals. The training highlights how integrated reward systems drive performance, engagement, and satisfaction. By the end, learners will understand how to design and communicate a competitive, equitable, and sustainable total rewards framework in today's dynamic workforce environment.

Who Should Attend

- HR Department (all level)
- Operation Department (All Level)
- All Department HODs/ Execs
- Legal & Compliance Staff

Learning Outcomes

1. Understand total rewards components and objectives
2. Design competitive and equitable compensation structures
3. Align rewards with organizational strategy goals
4. Evaluate benefits, incentives, and recognition programs
5. Communicate rewards effectively to employees

Course Registration :



RM2,000

(Price Inclusive of 8% SST)

HRDC Claimable*

<https://forms.office.com/r/XLSWqN07vV>



adminmefa@mef.org.my



03-7498 7242 / 016 - 254 1844

Course Structure

Time	Agenda
DAY 1	
8:30am - 9:00am	Registration
9:00 - 9:30am	• Course Introduction / ice Breaking
9:30 - 10:45am	MODULE 1 : Introduction to Total Rewards Strategy
10:45 - 11:00am	Break
10:45 - 1.00pm	MODULE 2 : Compensation Structure and Salary Design
1.00 - 2.00pm	• Lunch Break
2.00 - 3:30pm	MODULE 3 : Incentives and Performance-Based Rewards
3.30- 3.45pm	Break
3.45 - 5:00pm	MODULE 4 :Communicating and Managing Total Reward
DAY 2	
8:30- 9:00am	Registration
9:00 - 9:30am	Reflection Day 1
9:30 - 10:45am	MODULE 5 : Employee Benefits and Wellness Programs
10:45 - 11:00am	Break
11:00 - 1:00pm	MODULE 6 : Non-Monetary Rewards and Recognition
1:00 - 2.00pm	Lunch Break
2.00 - 3:30pm	MODULE 7: Aligning Rewards with Business Strateg
3.30- 3.45pm	Break
3.45 – 4.45pm	MODULE 8 : Legal, Compliance, and Equity Considerations
4.45-5.00pm	Q&A Session pm

Trainer Profile



**NOR AINA KAMARUDDIN
(TRAINING CONSULTANT)**

Nor Aina Kamaruddin (“Aina”) brings over 30 years of distinguished HR leadership experience across a wide range of industries, including banking, financial services, insurance, telecommunications, and shared services. She has a proven track record in developing and implementing strategic HR initiatives that support organizational transformation, strengthen workforce capabilities, and drive sustainable business growth. As an accredited HRD Corp Trainer, Aina has successfully guided organizations through complex people and business challenges, helping leaders build effective, future-ready workplaces. Her training expertise covers both core HR disciplines and specialized technical areas, enabling organizations to enhance performance and compliance. With a strong regional focus on Southeast Asia, Aina possesses deep knowledge of the region’s evolving workforce trends, employment practices, and HR landscape, making her a trusted advisor and sought-after facilitator..