



# TOTAL REWARD STRATEGY : COMPENSATION & BENEFITS

26-27 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>



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## Course Structure

| Time            | Agenda                                                  |
|-----------------|---------------------------------------------------------|
| <b>DAY 1</b>    |                                                         |
| 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       |
| <b>DAY 2</b>    |                                                         |
| 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..