



# TOTAL REWARD STRATEGY : COMPENSATION & BENEFITS

7-8 MAY 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/dCgCwMKdaj>



adminmefa@mef.org.my

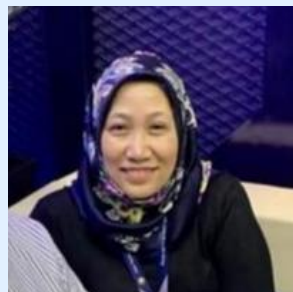


03-7498 7242 / 016 - 254 1844

## 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 Strateg
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 HR leadership experience across sectors such as banking, finance, insurance, telecommunications, and shared services. She is highly skilled in crafting and executing HR strategies that drive organizational transformation and business growth.

As an accredited HRD Corp Trainer, she has guided businesses through complex HR challenges while focusing on sustainable outcomes, offering training that spans both core HR functions and advanced technical areas. With a strong regional specialization in Southeast Asia, Aina has deep insight into the evolving dynamics of the HR landscape.