

# HUMAN RESOURCES FORUM (CCC)

3 APRIL 2025

# COMPENSATION STRATEGY

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**WHAT IS  
COMPENSATION?**

Compensation,

in a broader sense, encompasses all the rewards and benefits that an individual receives in exchange for their work or services. It includes not only monetary payments like salary or bonuses but also non-monetary benefits such as insurance, retirement plans, vacation days, and others provided by the employer.

# Compensation Strategy,

A compensation strategy is how your organization offers pay and benefits to employees. This includes setting salary ranges, determining how raises and bonuses are calculated, and identifying which additional benefits you want to offer to your staff.

## **Note:**

*An effective compensation strategy should reflect your organization's needs, the culture you want to create, and trends in the external market.*

**WHAT IS  
COMPENSATION  
STRATEGY?**

# Why is a compensation strategy important,

Your compensation policy can be the difference between potential employees applying to work for your organization or your competitors. It helps you compete for top talent, reduce turnover rates, attract qualified job seekers, boost employee performance, moral and engagement, and more.

**WHY A COMPENSATION  
STRATEGY  
IMPORTANT?**

# Compensation Package,

1. For NGO sector (CCC salary survey)

- Salary
- Thirteen month
- OT
- Children Education
- Phone card
- Gasoline

2. Government pay (MoL)

**COMPENSATION  
PACKAGE INCLUDE**

# KEY SKILLS REQUIRE,

1. Communication
2. Develop Job Description and Job Evaluation
3. Conduct Salary Survey and Pay Scale
4. Excel and Computation
5. Others

**SKILLS REQUIRE**

To be continued learning,



Q/A