

Introduction: Compensation in companies is a critical aspect of employee management and refers to the total package of financial rewards and benefits that employees receive in exchange for their work and It is the reward given to an employee in exchange for his individual contributions or services at work..Regular evaluation allows for ongoing monitoring and continuous improvement of the payment model.Golf Saudi used this technique through Implement change management techniques when introducing or modifying payment model policies, Assess the impact of proposed changes on payment processes, systems, and stakeholders, Develop a comprehensive change management plan that includes communication strategies, training programs, and support mechanisms to facilitate a smooth transition, Proactively address any potential challenges or resistance to change, and monitor the effectiveness of the implemented changes.

THE MISSION: Our mission is to promote and encourage the growth of golf in Saudi Arabia by providing exceptional facilities and services, and aim to achieve this by implementing best practices, ensuring operational excellence, and capitalizing on various commercial opportunities within the golf industry. The goal is to make golf accessible and appealing to a wide range of individuals, fostering a thriving golf community in Saudi Arabia.

Background of the company: The Saudi Golf Company was established in 2019 with the aim of uniting experienced stakeholders to strengthen its position on the global stage, provide the most comprehensive opportunities for golf in the Kingdom of Saudi Arabia and diversify the lifestyle of its members, It works in the field of providing services to facilitate absorption and participation in the game of Saudi golf by establishing facilities. Golf Saudi used this technique through assess key metrics such as transaction speed, accuracy, security, customer satisfaction, and compliance with regulatory requirements, And Using data analysis and feedback from stakeholders to identify areas for improvement and refine payment model policies. Compensation packages typically include various components such as base salary, bonuses, incentives, benefits, and perks

Purpose of the paper : Clarifying and provide a comprehensive analysis and understanding of the various the policies and techniques related to compensation used in Saudi Golf Company. World-class operational excellence, implementing global best practices while harnessing the broader business opportunities within the game of golf, in addition to hosting golf events in the Kingdom, developing emerging players through special programs, and trading and distributing game equipment including putters and balls. This includes conveying payment instructions, providing updates on payment status, addressing inquiries or issues related to payments, and facilitating the flow of information between payers, payees, financial institutions, and other intermediaries. Golf Saudi Arabia chose the management policy in the pay model for several reasons, including attracting and retaining talent, motivating excellent performance, balancing employee needs and company requirements, equality and fairness, and complying with laws and regulations.

Attracting and retaining talent: By offering competitive wages in the labor market and providing additional benefits such as health insurance, financial incentives, and professional development, the company helps attract and retain talented and qualified employees. It includes various expenses, such as salaries of personnel involved in payment processing, technology infrastructure, transaction fees, administrative costs, and any other expenses incurred in the payment process. Clearly communicate the payment model policies, procedures, and guidelines to all relevant stakeholders, including payers, payees, financial institutions, and intermediaries. Golf Saudi

used this technique through Establish channels for timely and accurate communication of payment instructions, updates, and addressing inquiries or issues. It includes analyzing key metrics such as transaction speed, accuracy, security, cost-effectiveness, customer satisfaction, and compliance with regulatory requirements. In addition, the company studies the labor market and analyzes industry wage levels to ensure that its wages are competitive and attract and retain talented employees. Change management in the payment model involves assessing the impact of changes, planning and implementing necessary modifications, and ensuring a smooth transition while minimizing disruption to payment operations. Fairness and transparency: The policy is based on the principle of fairness and provides clear standards for determining wages based on specific factors such as job level and individual performance. Complexity of the process: Determining wages based on multiple factors and estimating individual performance may be a complex process and take significant time and effort on the part of management. This may include providing competitive salaries and benefits, incentive programs, and developing professional growth and training opportunities. Clear communication helps prevent misunderstandings, improves transparency, and enhances the overall efficiency of payment processes. This can include changes in payment methods, technologies, regulations, or policies that impact how payments are initiated, authorized, processed, and settled. Evaluation helps identify areas for improvement, optimize processes, and ensure that the payment model aligns with the organization's objectives. The company also provides additional benefits such as health insurance programs, financial incentives, training, and professional development to enhance employee satisfaction and enhance their performance. Saudi Golf Company also adopts the principle of equal pay between the sexes and non-discrimination based on age, gender, race, religion, or any other personal characteristics. It may lead to dissatisfaction and criticism: Linking wages to individual performance may lead to dissatisfaction and criticism if the pay policy is not applied fairly and objectively. Analyze the expenses associated with payment processing, technology infrastructure, personnel, transaction fees, and other related costs. Saudi Golf Company adopts a fair and transparent Management policy, where wages are determined based on several factors such as job level, experience, and individual performance. The company uses a performance-oriented appraisal model, where employees' performance is regularly analyzed and evaluated against specific criteria. Motivation and Encouragement: The performance-oriented evaluation model is used to motivate employees to achieve excellent performance. By linking wages and rewards to performance, employees feel motivated to perform best and achieve set goals. Equality and non-discrimination: Following the principle of equal pay between genders and not discriminating between employees based on personal characteristics is important. For example, if a company seeks to innovate and attract leading talent in its industry, it may choose a pay policy that offers competitive salaries to attract this talent. Evaluation: Evaluation in the payment model involves assessing the performance, effectiveness, and efficiency of the payment processes and systems. It is a key tool for attracting and retaining talent, motivating performance, and ensuring employee satisfaction. THE VISION : To be the catalyst for Saudi Arabia in becoming an exceptional golfing nation. It may lead to tension and competition: Linking wages to individual performance may exacerbate tension and competition among employees, especially if clear and fair standards for evaluating

performance are not available. Some feelings of injustice and resentment may arise among employees who may feel they are not receiving fair rewards. This may result in some employees who contribute significantly to the overall success of the company being under-appreciated but whose performance is not properly evaluated. Feelings of injustice can deteriorate relations between employees and management and negatively impact the overall performance of the company.

o How you choose the policy

Golf Saudi Arabia chose the management policy in the wage model based on several factors and foundations, including:

1. If there is a talent shortage in the market, the company may need to offer higher salaries to attract qualified employees and prevent turnover to competing companies.

Cost: Cost refers to the financial expenditure associated with implementing and managing a payment model. Cost considerations are important when designing a payment model to ensure its sustainability and cost-effectiveness. Regular cost assessments can also identify opportunities for cost reduction or optimization in payment operations.

Change: Change in the payment model refers to modifications or adaptations made to the existing payment processes or systems. Evaluation helps ensure that the payment model remains efficient, secure, and aligned with the organization's objectives.

o What you intend to write:

Policies and technologies in the Saudi Golf Company, in addition to the goals of these technologies. This policy is intended to determine how wages and benefits are determined and distributed to employees. In this model, policy is a strategic tool aimed at achieving a balance between employee needs and company requirements. Management policy is influenced by multiple factors, including the labor market, the level of skills required, industry competition, and the individual performance of employees. The policy aims to ensure that employees are motivated to achieve excellent performance and stay long in the company. This information is used to determine employee salaries and provide bonuses and promotions based on their performance.

o Techniques

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