

# Advanced Master's Degree Remuneration and Benefits Management

A M D R B M



## Advanced Master's Degree Remuneration and Benefits Management

- » Modality: online
- » Duration: 2 years
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/us/school-of-business/advanced-master-degree/advanced-master-degree-compensation-reward-management](http://www.techtute.com/us/school-of-business/advanced-master-degree/advanced-master-degree-compensation-reward-management)

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# 01 Welcome

For any organization, all the tasks involved in human resource management are key to its smooth running: from personnel selection to compliance with remuneration and benefits regulations. Having a good corporate policy that includes specifications for each area of Human Resources, as well as highly qualified staff with expertise in Remuneration and Benefits Management have become two of the most important business objectives. For this reason, TECH and its team of experts have designed this Advanced Master's Degree, aimed at expanding students' understanding of these specific areas and perfecting their leadership skills, both of which will improve professional performance and help to further their careers. It is a 100% online program that will give your career the definitive leap you have been looking for, in less time than you think.



Advanced Master's Degree in Remuneration and Benefits Management  
TECH Technological University



“

*TECH presents this 100% online Advanced Master's Degree as a unique opportunity for professional development, which will help you to stand out as a business manager”*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success”*

## At TECH Technological University



### Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**100,000+**

executives trained each year

**200+**

different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**500+**

collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

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TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.



### Economy of Scale

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TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level”*

This program will provide students with a multitude of professional and personal advantages, particularly the following:

**01**

### A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of participants achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Technological University community.

*We give you the opportunity to train with a team of world renowned teachers.*

# 04 Objectives

This comprehensive program has been designed to exhaustively cover the latest developments in the business sector in relation to remuneration and benefits policies, providing students with all the tools that will help them to broaden their knowledge in this area. In this way, they will be able to position themselves as experts in Remuneration and Benefits Management, which will not only make them stand out in any selection process, but will also enhance their skills and, therefore, improve their promotion prospects within any company.



“

*Thanks to the high-quality content of this Advanced Master's Degree, you will be able to achieve your most ambitious academic objectives, which will allow you to get closer to your professional goals within the HR sector.'*

TECH makes the goals of their students their own goals too.  
By working together, we can achieve them.

The **Advanced Master's Degree in Remuneration and Benefits Management** will enable students to:

01

Gain knowledge about the evolution of People Management, especially in the business environment

04

Understand hiring procedures and Social Security

02

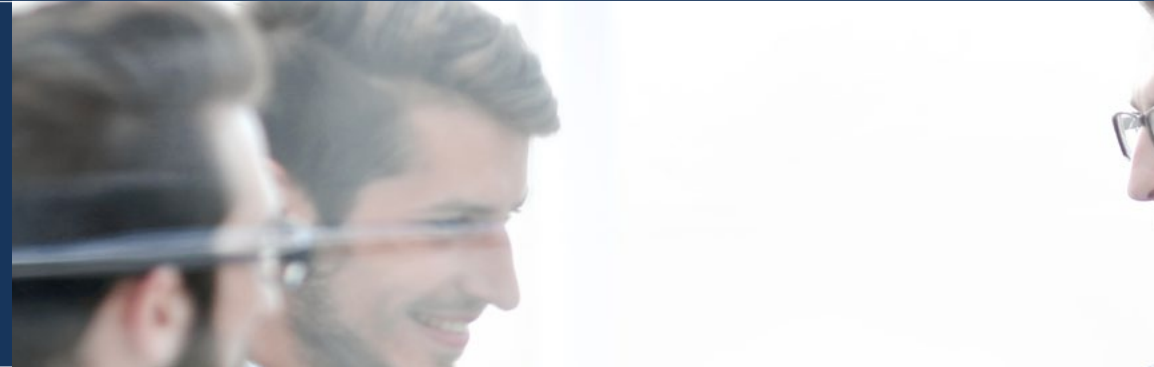
Make the organizations' directorship aware of the importance of effective personnel management

03

Use methodology, tools and material resources designed for personnel selection

05

Know how to strategically manage the Human Resources department





06

Examine time and personal energy management with the use of new technologies

08

Understand and know how to apply the legal rulings to solve practical cases



09

Understand strategies for planning and managing Human Resource department projects

07

Identify the different forms of labor throughout history and in different social-political models

10

Understand audit processes and need for audits in this field

11

Become familiar with the origin, characteristics and classification of acts that make up criminal law, from the birth of legal fact, the different stages, means of appeal and special procedures

14

Recognize the challenges of the professional in light of the digital transformation of employees' roles

12

Describe new Human Resources policies for the digital era, using performance evaluation scales and observation techniques

15

Make the most of your employees' talents and prepare your company for technological change

13

Be able to prepare an annual performance plan tailored to the organization within the scope of labor policies and equality at work

16

Obtain a global vision of talent and the international professional profile



17

Design, implement and manage the overall remuneration system of the organization

18

Assign value to jobs as a basis for salary assignment

19

Design the salary structure of a company

20

Prepare remuneration budgets

21

Draw up the organization's equity map

22

Design and implement variable remuneration systems





23

Explore tax optimization systems and the personal remuneration packages: remuneration in kind and flexible remuneration

24

Identify non-wage factors that strengthen employee engagement and emotional connection

25

Manage remuneration in cases of international mobility

# 05 Skills

Any professional who aspires to a managerial position within a large company must have the skills of mastery and control of situations typical of a confident leader, capable of acting decisively in any context, whether simple or complex, and always in the best interests of their organization. This Advanced Master's Degree will therefore allow students to perfect their business skills in the field of Remuneration and Benefits Management, so that they can act in line with managerial requirements.



“

*Not all senior HR executives have a perfect grasp of the key aspects of Human Resources Management. However, thanks to this program you will gain a mastery and control of them and stand out from the rest”*

01

Manage different internal and external training programs

02

Design an annual training plan for the company

03

Manage the employee social security bonus systems

04

Collaborate and be a valuable asset when recruiting effective and useful professionals for the organizations

05

Implement plans designed to achieve effective and successful talent management





06

Establish recruitment plans that promote the development and proper functioning of the organization

08

Apply talent management strategies



09

Analyze globalization, human rights and multinational corporations

07

Analyze the results of the annual performance plan

10

Establish labor relations and implement career development plans for expatriates

11

Perform wage receipts and apply the contributory elements and wage bases

12

Differentiate the types of hiring and contractual termination

13

Manage bonuses for specific groups according to equal opportunity principles

14

Be aware of union policy for worker representation

15

Intervene in labor relations between employer and employee



16

Apply different techniques for performance assessment and business engagement in digital projects

18

Explore the psychology of work and organizations



19

Apply personnel management plans

17

Discuss digital transformation processes

20

Explore remuneration as a strategic management tool

21

Identify the external and internal considerations for the design and implementation of a remuneration system

24

Develop criteria to identify the appropriate salary for the organization's positions

22

Develop and apply job analysis and job description questionnaires

23

Identify the relationship between job evaluation and remuneration allocation

25

Design a salary structure by organizing the company's salaries



26

Distinguish the concepts that make up the salary structure

28

Explain the application of the management by objectives system



29

Analyze the factors to be considered when designing and implementing a variable remuneration system in an organization

27

Identify the social security and tax deductions applicable to salaries

30

Explore the types and forms of benefits in kind

31

Distinguish what can be considered as remuneration in kind or not

34

Design strategies and implement actions to transform the labor contract into a psychological contract

32

Explore alternatives for tax optimization of the remuneration package

35

Enhance the reputation of the company and its employer brand to reinforce employee engagement

33

Establish which items can be included in flexible remuneration

36

Manage expatriate remuneration



37

Distinguish between the different expatriate remuneration management systems

38

Explore remuneration system for people with disabilities

39

Identify the concepts to be born in mind to prevent discrimination against people with disabilities

06

# Structure and Content

A group of experts in Business Management and HR have designed and structured the syllabus of this Advanced Master's Degree, using the latest academic material in the sector. In addition, the content has been structured according to the Relearning, pedagogical methodology, which not only enables a more dynamic and effective academic experience, but also significantly reduces the hours of study needed for this Advanced Master's Degree. Thus, TECH assures the students that they will have to invest far fewer hours in long and tedious studies, but without renouncing a unique, comprehensive and high-quality program.





“

*Thanks to this program's comprehensive syllabus, you will develop the strategic planning and organizational design skills befitting a senior executive with industry experience”*

### Syllabus

This Advanced Master's Degree in Remuneration and Benefits Management from TECH Technological University is an intensive program that prepares students to face business challenges and decisions at both national and international levels. Its content is designed to promote the development of managerial skills that enable more rigorous decision-making in uncertain environments.

Throughout 3,000 hours of study, students will analyze a multitude of practical cases through individual work, achieving high-quality learning that can be applied to their daily practice. It is, therefore, a real immersion in real business situations.

This program explores the main corporate areas and is designed to furnish managers with an understanding of Remuneration and Benefits Management from a strategic, international and innovative perspective.

A program designed for students, focused on their professional development and aimed at helping them to achieve excellence in Remuneration and Benefits Management for any company. A program that understands students' needs and those of their company, containing innovative content based on the latest trends, and supported by the best educational methodology and an exceptional faculty, all of which will provide you with the skills to resolve critical situations creatively and effectively.

This program is delivered over 2 years and is divided into 20 modules:

<b>Module 1</b>	Labor Relations Theory
<b>Module 2</b>	Social Security
<b>Module 3</b>	Personnel Administration
<b>Module 4</b>	HR Strategic Management and Administration
<b>Module 5</b>	Organizational Design
<b>Module 6</b>	Performance Management
<b>Module 7</b>	Talent Management
<b>Module 8</b>	Talent Development in the Digital Age
<b>Module 9</b>	Workplace Management
<b>Module 10</b>	Organization and Management of In-Company Training

<b>Module 11</b>	Remuneration as a Strategic Tool
<b>Module 12</b>	Job Evaluation and Remuneration
<b>Module 13</b>	Salary Structure
<b>Module 14</b>	Remuneration and its Regulatory Framework
<b>Module 15</b>	Variable Remuneration
<b>Module 16</b>	Remuneration in Kind
<b>Module 17</b>	Flexible Remuneration
<b>Module 18</b>	Emotional Remuneration
<b>Module 19</b>	Remuneration of Expatriate Workers
<b>Module 20</b>	Remuneration of People with Disabilities

### Where, When and How is it Taught?

TECH offers the possibility of taking this program completely online. During the 2 years of specialization, the student will be able to access all the contents of this program at any time, which will allow them to self-manage their study time.

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.*

**Module 1. Labor Relations Theory**

**1.1. History of Labor Relations**

- 1.1.1. Conceptual Framework and Definition. (Basic Concepts of Employment, Work)
- 1.1.2. Historical Evolution of Labor Relations
- 1.1.3. The Knowledge Society in the 21st Century

**1.2. Evolution of the Forms of Work**

- 1.2.1. Labor Relations and Labor Markets
- 1.2.2. The Theory and Practice of Labor Market Segmentation

**1.3. Socialism and Communism in Labor Relations**

- 1.3.1. Conceptual Framework of Socialism and Communism
- 1.3.2. Brief Historical Description
- 1.3.3. Labor Relations under the Communist Political Framework
- 1.3.4. Labor Relations under the Political Framework of Socialism

**1.4. Liberalism and Capitalism in Labor Relations**

- 1.4.1. Concept of Liberalism vs. Capitalism
- 1.4.2. Capitalism Throughout the History of the Economy
- 1.4.3. Labor Relations under the Prism of Economic Capitalism

**1.5. Trade Union Law**

- 1.5.1. Trade Unionism
- 1.5.2. Fundamentals of Trade Union Law
- 1.5.3. The Role of Collective Bargaining

**1.6. Employee Representation**

- 1.6.1. Concept
- 1.6.2. Negotiation

**1.7. Institutionalism and Pluralism**

- 1.7.1. Conceptualization and Framing within the Theories of the State
- 1.7.2. Institutionalism
- 1.7.3. Pluralism

**1.8. Corporatism**

- 1.8.1. Conceptualization
- 1.8.2. Types of Corporatism in the International Scenario

**1.9. Social Policies in the International Sphere**

- 1.9.1. Social Policies (Convergences and Divergences)
- 1.9.2. Intervention Models
- 1.9.3. The Welfare State

**Module 2. Social Security****2.1. The Constitutional Model of Social Protection. The Social Security System**

- 2.1.1. The Constitutional Model of Social Protection
- 2.1.2. Measures for the Protection of Social Needs
- 2.1.3. Social Security
- 2.1.4. The Social Security System
- 2.1.5. System Composition
- 2.1.6. Protective Measure: Social Security Benefits
- 2.1.7. Social Security Economic and Financial Regime
- 2.1.8. Social Security Management

**2.2. People and Protected Contingencies I**

- 2.2.1. System's Field of Application
- 2.2.2. Scope of Application under the General Regime
- 2.2.3. Entrepreneur Registration
- 2.2.4. Employee Affiliation
  - 2.2.4.1. Hiring and Termination of Employees
  - 2.2.4.2. Classes of Registration
  - 2.2.4.3. The Special Agreement as a Situation Similar treated as Registration
  - 2.2.4.4. Effects of Registration, Cancellation and Communication of Employee Data
- 2.2.5. Effects of Improper Acts

**2.3. Persons and Protected Contingencies II**

- 2.3.1. Protected Situations
- 2.3.2. Occupational Accidents and Occupational Diseases
- 2.3.3. The Protective Role of the Social Security System
- 2.3.4. General Requirements for Entitlement to Contributory Benefits
- 2.3.5. Liability for benefits
- 2.3.6. Automated Payment

**2.4. Management and Financing I**

- 2.4.1. Social Security Management
  - 2.4.1.1. Management Entities
- 2.4.2. Common Services
- 2.4.3. Collaboration in Management

**2.5. Management and Financing II**

- 2.5.1. Social Security Economic and Financial Regime
- 2.5.2. General Social Security Resources
- 2.5.3. Social Security Contributions
  - 2.5.3.1. Contribution Bases and Rates
- 2.5.4. Collection

**2.6. Financial Benefits: Allowances and Pensions I**

- 2.6.1. Introduction
- 2.6.2. Temporary Disability
- 2.6.3. Maternity
- 2.6.4. Parenting
- 2.6.5. Risk during Pregnancy and Breastfeeding
- 2.6.6. Care of Children Affected by Cancer or Other Serious Illness
- 2.6.7. Unemployment

**2.7. Financial Benefits: Allowances and Pensions I**

- 2.7.1. Introduction
- 2.7.2. Contributory Benefits
  - 2.7.2.1. Permanent Disability
  - 2.7.2.2. Retirement
  - 2.7.2.3. Death and Survival
- 2.7.3. Non-Contributory Benefits
  - 2.7.3.1. Disability
  - 2.7.3.2. Retirement
- 2.7.4. Family Benefits

**2.8. The Health System: Portfolio of Services and Medicines**

- 2.8.1. The Health System and Social Security
- 2.8.2. Evolution of the Right to Health Protection
- 2.8.3. National Health System
- 2.8.4. Common Portfolio of Services of the National Health System
- 2.8.5. Medicines and Pharmaceutical Services
- 2.8.6. Insured and Beneficiaries of the Right to Health Care
- 2.8.7. Benefit Management

**2.9. The Social Assistance System**

- 2.9.1. Delimitation of the Concept: Social Assistance
- 2.9.2. Internal Social Security Social Assistance
- 2.9.3. Social Assistance outside the Social Security System
- 2.9.4. Social Services
- 2.9.5. The System for Autonomy and Dependency Care

**Module 3. People Management**

**3.1. Introduction to Personnel Management**

- 3.1.1. Human Resources in the Company
- 3.1.2. Personnel Administration Management in Human Resources (HR)

**3.2. Recruitment Modalities**

- 3.2.1. The Work Contract
- 3.2.2. Types of Contracts
- 3.2.3. Types of Contract Termination

**3.3. The Payroll Receipt I**

- 3.3.1. Salary
- 3.3.2. Salary Payments
- 3.3.3. Extra Salary Payments

**3.4. The Payroll Receipt II: Calculation**

- 3.4.1. Payroll Structure
- 3.4.2. Contribution Bases
- 3.4.3. Payroll Accounting

**3.5. The Payroll Receipt III: Deductions**

- 3.5.1. Deductions
- 3.5.2. Taxes
- 3.5.3. Social Security
- 3.5.4. Other Deduction Types

**3.6. Working Hours, Vacations and Leave**

- 3.6.1. Workday
- 3.6.2. Vacations
- 3.6.3. Work Permits
- 3.6.4. Disabilities

**3.7. Taxes**

- 3.7.1. The Tax System
- 3.7.2. Tax Obligations of Employees
- 3.7.3. Employer's Tax Obligations

**3.8. Technological Tools for Payroll Processing**

- 3.8.1. Concept of ERP
- 3.8.2. Importance in Payroll Management
- 3.8.3. Most Common Programs

**3.9. Remuneration and Benefits**

- 3.9.1. Remuneration and Benefits Administration
- 3.9.2. Benefits in Excess of the Law
- 3.9.3. Emotional Salary
- 3.9.4. Home Office

**3.10. Equal Opportunity in Personnel Administration**

- 3.10.1. Equal Opportunity as Part of Organizational Culture
- 3.10.2. Gender Equity
- 3.10.3. Social Responsibility

**Module 4. HR Strategic Management and Administration**

**4.1. Strategic Thinking and Systems**

- 4.1.1. The Company as a System
- 4.1.2. Strategic Thinking Derived from Corporate Culture
- 4.1.3. The Strategic Approach From a People Management Perspective

**4.2. Planning and Management of HR Department Projects**

- 4.2.1. Keys to the Design and Implementation of a Balanced Scorecard
- 4.2.2. Workforce Sizing and Planning
- 4.2.3. Supporting Operations: Personnel Policies

**4.3. Strategic Organizational Design**

- 4.3.1. Business Partner Model
- 4.3.2. Share Services
- 4.3.3. Outsourcing

**4.4. Job Design, Recruitment, and Selection**

- 4.4.1. Training and Career Development
- 4.4.2. Strategic Approach to People Management
- 4.4.3. Design and Implementation of Personnel Policies and Practices

**4.5. HR Analytics**

- 4.5.1. Big Data and Business Intelligence (BI)
- 4.5.2. HR Data Analysis and Modeling
- 4.5.3. HR Metrics Design and Development

**4.6. Strategic Leadership**

- 4.6.1. Leadership Models
- 4.6.2. Coaching
- 4.6.3. Mentoring
- 4.6.4. Transformational Leadership

**4.7. Auditing and Control of HR Management**

- 4.7.1. Reasons for the Audit of HR Management
- 4.7.2. Data Collection and Analysis Tools
- 4.7.3. Audit Report

**Module 5. Organizational Design**
**5.1. Fundamentals of Organizational Structure**

- 5.1.1. Introduction to the Organizational Structure
- 5.1.2. Basic Principles of Organization

**5.2. Organizational Design Criteria**

- 5.2.1. Workplace Organization
- 5.2.2. Chain of Command Management
- 5.2.3. Centralization and Decentralization Mechanisms
- 5.2.4. Process Formalization Procedures

**5.3. Components of Organizational Structure**

- 5.3.1. Functional Organization Charts
- 5.3.2. Matrix Organization Charts

**5.4. Job Assessment**

- 5.4.1. Quantitative Analyses of Job Assessment
- 5.4.2. Qualitative Analyses of Job Assessment

**5.5. Organizational Management by Processes**

- 5.5.1. Integrated Process Management in the Organization

**5.6. Competency Management**

- 5.6.1. Introduction to Professional Competencies: Definition of Competency
- 5.6.2. Competency-Based Management Mechanisms

**5.7. New Forms of Organization**

- 5.7.1. Organization by Projects
- 5.7.2. Flat Organizations

**5.8. Collaborative Workspaces**

- 5.8.1. Collaborative Workspace Design
- 5.8.2. Productivity Measurement Systems in Collaborative Workspaces

**5.9. Organization of Self-Managed Teams**

- 5.9.1. Characteristics of a Self-Managed Team
- 5.9.2. Self-Managed Team Management Methodologies

**5.10. Communication as an Organizational Tool Management**

- 5.10.1. Communication as an Element in Organizational Relationships
- 5.10.2. Communication Management in Organizations

**Module 6. Performance Management**
**6.1. Introduction to Performance Management and Management by Objectives**

- 6.1.1. The Impact of the Digital Era on Professional Performance
- 6.1.2. Digital Transformation in Companies
- 6.1.3. New HR Policies in the Digital Era
- 6.1.4. New Work Environments
- 6.1.5. Performance Evaluation: What Is It and What Is It For?
- 6.1.6. Performance Evaluation Models

**6.2. The Performance Management Cycle**

- 6.2.1. New Work Environments
- 6.2.2. Phases of the Performance Management Cycle
- 6.2.3. Models in Work Systems

**6.3. Performance Planning**

- 6.3.1. Initial Design of the Performance Evaluation: Company Analysis
- 6.3.2. Setting Individual and Group Objectives
- 6.3.4. Performance Metrics
- 6.3.4. Competency-based Evaluation Systems

**6.4. Performance Monitoring**

- 6.4.1. Management of the Corporate Talent Map
- 6.4.2. Individual and Group Action Plan Monitoring Mechanisms: Observation Techniques, Coaching and Feedback
- 6.4.3. Recognition Plans

**6.5. Performance Evaluation**

- 6.5.1. Key Points in Performance Appraisal: Objectives, Competencies and Project/Team
- 6.5.2. Definition of Evaluation Scales and Parameters of Excellence
- 6.5.3. The Application of the Evaluation

**6.6. Underperformance Management**

- 6.6.1. Observation Techniques
- 6.6.2. Incentive Motivation and Coaching Methodologies
- 6.6.3. Recovery Plan

**6.7. Annual Planning of Performance Plans**

- 6.7.1. Design and Development of an Annual Performance Plan
- 6.7.2. Analysis of Results

**6.8. Additional Remuneration Aspects**

- 6.8.1. Pension Plans
- 6.8.2. Other Special Situations

**Module 7. Talent Management**

**7.1. Managing Human Capital**

- 7.1.1. Intellectual Capital: The Intangible Asset of Knowledge
- 7.1.2. Talent Acquisition
- 7.1.3. Search for People for the Organization
- 7.1.4. Preventing the Loss of Human Resources

**7.2. Innovation in Talent and People Management**

- 7.2.1. Strategic Talent Management Models
- 7.2.2. Talent Identification, Training and Development
- 7.2.3. Loyalty and Retention
- 7.2.4. Proactivity and Innovation

**7.3. Strategic Engagement Management**

- 7.3.1. Engagement Management in the New Generations
- 7.3.2. Return on Capital Social
- 7.3.4. Emotional Salary

**7.4. Talent Management and Commitment**

- 7.4.1. Keys for Positive Management
- 7.4.2. Talent Map of the Organization
- 7.4.3. Cost and Added Value

**7.5. Human Resources Management by Competencies**

- 7.5.1. Analysis of the Potential
- 7.5.2. Remuneration Policy
- 7.5.3. Career/Succession Planning

**7.6. Training Management**

- 7.6.1. Learning Theories
- 7.6.2. Talent Detection and Retention
- 7.6.3. Gamification and Talent Management
- 7.6.4. Training and Professional Obsolescence

**7.7. Motivation**

- 7.7.1. The Nature of Motivation
- 7.7.2. Expectations Theory
- 7.7.3. Needs Theory
- 7.7.4. Motivation and Financial Remuneration

**7.8. Environment, Strategy, and Metrics**

- 7.8.1. Efficiency and Motivation in the Workplace
- 7.8.2. Study of Methods and Work Measurement
- 7.8.3. Performance Evaluation

**Module 8. Talent Development in the Digital Age**

**8.1. Digital Transformation in Talent Management**

- 8.1.1. Challenges for the Modern Human Resources Professionals in the Digital Age
- 8.1.2. Talent in the 21st Century: Motivational Designs and Learning Agility
- 8.1.3. Change Management in the Digital Age

**8.2. Managing Human Capital**

- 8.2.1. Human Capital Concept
- 8.2.2. Management Strategy

**8.3. Innovation and Talent Management**

- 8.3.1. Contextualization of Talent
- 8.3.2. Process of Talent Management

**8.4. Knowledge and Talent Management**

- 8.4.1. Attitudes, Values and Beliefs
- 8.4.2. Engagement Management and Corporate Culture

**8.5. Digital Strategies in HR**

- 8.5.1. Employer Branding in HR
- 8.5.2. Personal Branding for HR Professionals
- 8.5.3. Networking and Social Media

**8.6. Work Performance Management in Digital Ecosystems**

- 8.6.1. Modern Competencies for Work in the Digital Age
- 8.6.2. Digital Project Management
- 8.6.3. Coordination of Virtual Work Teams
- 8.6.4. Growth Management: Leading Competent Teams
- 8.6.5. Mentoring and Collaborative Learning

**8.7. Motivation in the Digital Era**

- 8.7.1. Motivation and Job Satisfaction, Contextualization
- 8.7.2. New Work Motivation Systems: Gamification

**8.8. Environment and Metric Strategy**

- 8.8.1. Contextualization
- 8.8.2. Measurement and Monitoring



**Module 9. Workplace Management**
**9.1. Introduction to Work Environment Management**

- 9.1.1. Organizational Culture, Leadership and Conflict
- 9.1.2. Basic Elements of Organizational Culture
- 9.1.3. Conflicts: Concepts and Types
- 9.1.4. The Relation between Culture and Leadership: Their Relationship with Conflict

**9.2. Introduction to the Prevention of Occupational Risks**

- 9.2.1. Introduction to Work Health and Safety
- 9.2.2. Introduction to Ergonomics in the Workplace
- 9.2.3. Introduction to the Prevention of Psychosocial Risks

**9.3. Environmental Conditions for People with Disabilities**

- 9.3.1. NOM -030- SSA3-2013
- 9.3.2. Types of Disabilities
- 9.3.3. Correct Adaptation of the Workplace

**9.4. Gender Equality of the Organization**

- 9.4.1. Actions for Effective Equality between Men and Women at Work

**9.5. Labour Insertion Management**

- 9.5.1. Personnel Selection
- 9.5.2. Internal Selection Processes
- 9.5.3. External Selection Processes

**9.6. Business Conduct and Ethics**

- 9.6.1. The Concept of Social Responsibility
- 9.6.2. Ethical Principles that Should Guide the Management of Companies
- 9.6.3. Corporate Social Responsibility
- 9.6.4. Corporate Social Responsibility and Responsible Marketing

**9.7. Work Environment**

- 9.7.1. Organizational Environment: Concept of Work Environment
- 9.7.2. Work Environment Dimensions
- 9.7.3. Measurement of the Work Environment
- 9.7.4. Qualitative Measuring Tools for the Work Environment: SWOT and PESTEL

**9.8. Deterioration of the Working Environment**

- 9.8.1. Psychosocial Risks: Burnout and Bullying
- 9.8.2. Absenteeism

**9.9. Work Environment Improvement Plan**

- 9.9.1. Primary, Secondary and Tertiary Prevention
- 9.9.2. Crisis Intervention
- 9.9.3. Essential Criteria for an Action Plan

**Module 10.** Leadership and Management of In-Company Training

**10.1. In-Company Training**

- 10.1.1. Training Concept, Objectives and Stakeholders
- 10.1.2. Training as an Element of Business Strategy

**10.2. Training Planning**

- 10.2.1. Element of Training Planning
- 10.2.2. Budget Management

**10.3. Assessment of Training Needs**

- 10.3.1. Detection of Training Needs (DTN)
- 10.3.2. Techniques and Data Collection
- 10.3.3. Analysis and Valuation

**10.4. Training Methods**

- 10.4.1. In-Office Training
- 10.4.2. Out-of-Office Training
- 10.4.3. Training in Digital Environments: e-Learning
- 10.4.4. Blended Training

**10.5. Design and Programming of Training Activities**

- 10.5.1. Concept of Design and Programming of Training Activities
- 10.5.2. Definition of the Objective and Contents of the Training Activities
- 10.5.3. Methodology of Teaching in Training Activities

**10.6. The Dual Education System**

- 10.6.1. Origin of Dual Training and Reference Countries
- 10.6.2. Labor Aspects of the Dual Training Context
- 10.6.3. Training Aspects of the Dual Training Context
- 10.6.4. Perspectives and Evolution of Dual Training

**10.7. The Cost of Training in the Organization**

- 10.7.1. Direct Training Costs
- 10.7.2. Indirect Training Costs
- 10.7.3. The Economic Impact of Proper Training in the Company

**10.8. In-House Training Inspections and Audit**

- 10.8.1. Government Inspections
- 10.8.2. External Audits
- 10.8.3. Risks in Case of Non-Compliance

**10.9. Highly Specialized Training**

- 10.9.1. High-risk Positions
- 10.9.2. Special Training Programs

**Module 11. Remuneration as a Strategic Tool**

**11.1. Remuneration as an Organizational Management Tool**

- 11.1.1. Remuneration Objectives
- 11.1.2. Benefits of Remuneration
- 11.1.3. Remuneration Policy Design
- 11.1.4. Remuneration Policy Implementation

**11.2. Remuneration Processes**

- 11.2.1. Design and Processes Involved
- 11.2.2. Job Description and Appraisal, Equity, Remuneration Structure, Performance

**11.3. The Overall Remuneration System as a Determining Factor in the Company**

- 11.3.1. Total Remuneration Objectives
- 11.3.2. Extrinsic, Intrinsic and Emotional Remuneration
- 11.3.3. Talent Retention
- 11.3.4. Employee Attraction and Loyalty

**11.4. Remuneration System**

- 11.4.1. Fixed Remuneration
- 11.4.2. Variable Remuneration
- 11.4.3. Remuneration in Kind and Flexible Remuneration
- 11.4.4. Emotional Remuneration

**11.5. Remuneration Management Determining Factors**

- 11.5.1. External: Labor Market, Competition, Legal Regulations
- 11.5.2. Internal: Industry, Culture, Staffing Profile
- 11.5.3. Rewarding Performance

**11.6. The Remuneration Market: Features and Standard Practices**

- 11.6.1. By Concept
- 11.6.2. By Country
- 11.6.3. By Organizational Levels

**11.7. The Future of Remuneration**

- 11.7.1. Keeping the Company Competitive in the Labor Market: Key Points
- 11.7.2. How Companies can Motivate Future Employee Performance: Tools to be Used
- 11.7.3. Increased Company Visibility: Measurements

**11.8. Remuneration from a Strategic Perspective**

- 11.8.1. Remuneration Strategies
- 11.8.2. Strategic Benefits of Remuneration
- 11.8.3. Formative Benefits of Remuneration

**11.9. Benefits of Remuneration Management**

- 11.9.1. Remuneration Management
- 11.9.2. Advantages and Benefits of Remuneration Management
- 11.9.3. Inconveniences of Remuneration Management

**Module 12. Job Evaluation and Remuneration**

**12.1. Job Analysis and Description**

- 12.1.1. Job Analysis
- 12.1.2. Job Description
- 12.1.3. Planning Job Analysis and Job Descriptions within the Company

**12.2. Job Assessment**

- 12.2.1. Fundamental questions for Job Assessment
- 12.2.2. Information Gathering Process
- 12.2.3. Data Procurement Process
- 12.2.4. Data Interpretation Process

**12.3. Assessment Methods**

- 12.3.1. Qualitative Methods
- 12.3.2. Quantitative Methods
- 12.3.3. Comparison of Qualitative and Quantitative Methods: Advantages and Disadvantages

**12.4. Job Catalog**

- 12.4.1. Job Specifications
- 12.4.2. Substantial and Required Characteristics of the Job
- 12.4.3. Template Planning

**12.5. Qualitative Methods: Grading**

- 12.5.1. Previous Classification Required: Key Points
- 12.5.2. Ranking Method
- 12.5.3. Job Evaluation

**12.6. Quantitative methods I: Factor Comparison**

- 12.6.1. Factored Points Method: Key Points
- 12.6.2. Keyword Selection
- 12.6.3. Selection and Definition of Remuneration Factors

**12.7. Quantitative methods II: Scoring Factors**

- 12.7.1. Assessment Factors
- 12.7.2. Responsibility
- 12.7.3. Effort Groups

**12.8. Application of Job Evaluation in Human Resources Management**

- 12.8.1. Training Plan to be Implemented within the Company
- 12.8.2. Employee Development
- 12.8.3. Internal Communication in the Company

**12.9. Application of Job Evaluation in the Remuneration Policy**

- 12.9.1. Objectives of Job Evaluation
- 12.9.2. Requirements Covered by Job Evaluation
- 12.9.3. Job Evaluation Procedures

**12.10. Changes in the HR Environment**

- 12.10.1. Economic Changes
- 12.10.2. Social Changes
- 12.10.3. Organizational Changes

**Module 13. Salary Structure**

**13.1. Designing the Salary Structure**

- 13.1.1. Salary Structure
- 13.1.2. Criteria for Determining the Salary Structure
- 13.1.3. Factors in Determining the Salary Structure

**13.2. Types and Approaches to Salary Structure**

- 13.2.1. Types of Salary Structure and Comparison
- 13.2.2. Approaches to Salary Structure within the Company
- 13.2.3. Salary Range: Key Points

**13.3. Remuneration Policies**

- 13.3.1. Level
- 13.3.2. Band, Width or Opening: Solape
- 13.3.3. Depth of Remuneration
- 13.3.4. Band Position and Situation

**13.4. Remuneration Policies**

- 13.4.1. Cost of Equity
- 13.4.2. Equity Map
- 13.4.3. Gender Wage Analysis
- 13.4.4. Salary Range

**13.5. Internal and External Equity**

- 13.5.1. Internal and External Equity Delimitation
- 13.5.2. Remuneration Studies and their Interpretation
- 13.5.3. Remuneration Bands

**13.6. Maintenance of the Salary Structure in the Long Term**

- 13.6.1. Equal Pay
- 13.6.2. Rotation
- 13.6.3. Absenteeism

**13.7. The Remuneration Budget**

- 13.7.1. Annual Salary Increases: Objectives to be Met
- 13.7.2. Necessary Supplements to be Considered in Remuneration

**13.8. Wage Protection**

- 13.8.1. Against the Employer
- 13.8.2. Against the Employee's Creditors
- 13.8.3. Against the Employer's Creditors

**Module 14.** Remuneration and its Regulatory Framework

**14.1. Salary**

- 14.1.1. Salary
- 14.1.2. Composition of Salary: Base salary and Salary Supplements
- 14.1.3. Working Time: Breaks that can be Counted as Working Time

**14.2. Working Time: Breaks that can be Counted as Working Time**

- 14.2.1. Weekly Rest
- 14.2.2. Time, Place and Method of Wage Payment
- 14.2.3. Vacations

**14.3. Non-Salary or Extra-Salary Payments**

- 14.3.1. Non-Salary Benefits
- 14.3.2. Indemnifications

**14.4. Structure of Salary I: Base Salary and Salary Supplements**

- 14.4.1. Base Salary
- 14.4.2. Basic Salary Supplements to be Included in the Employee's Payment
- 14.4.3. Personal Circumstances of the Employee to be Taken into Account for the Payment of the Base Salary and Wage Supplements

**14.5. Salary Structure II: Extraordinary Bonuses**

- 14.5.1. Extraordinary Bonuses
- 14.5.2. Extraordinary Payments: How, When and Why are they Paid? Calculation and Accrual
- 14.5.3. Specific Jurisprudence to be taken into Account

**14.6. Guiding Principles for Salaries**

- 14.6.1. Equal Pay and Non-Discrimination. Wage Gap
- 14.6.2. Salary Absorption and Compensation
- 14.6.3. Employers Allow the Most Beneficial Working Conditions

**14.7. Wage Adjustment: Individual and Collective**

- 14.7.1. Substantial Modification of Individual Working Conditions
- 14.7.2. Substantial Modification of Collective Working Conditions
- 14.7.3. Possibilities of Reducing the Remuneration System

**14.8. Deductions I: Social Security Contributions**

- 14.8.1. Mandatory Contributions Key Points
- 14.8.2. General Social Security Regime for Employees and Assimilated Workers
- 14.8.3. Special Social Security Regimes Established for Certain Activities

**14.9. Deductions II: Income Taxes to Take into Account**

- 14.9.1. Key to Take into Account in relation to Income Tax
- 14.9.2. Salary Structure and Retention Rate
- 14.9.3. Income Tax Management

**Module 15. Variable Remuneration****15.1. Variable Remuneration**

- 15.1.1. Corporate Considerations for Variable Remuneration
- 15.1.2. Advantages of Establishing a Variable Remuneration System within the Company
- 15.1.3. Drawbacks of Establishing a Variable Remuneration System within the Company

**15.2. Design of a Variable Remuneration System in the Company**

- 15.2.1. Improved Employee Performance
- 15.2.2. Increased Revenues for the Company
- 15.2.3. Economic Losses: Possible Consequences

**15.3. Types and Forms of Variable Remuneration I: Equity-Based**

- 15.3.1. Incentives. Current Market Practices
- 15.3.2. Short-Term Performance-Linked Bonuses and Remuneration
- 15.3.3. Premiums and their Corporate Connection

**15.4. Types and Forms of Variable Remuneration II: Non-Equity Based**

- 15.4.1. Barriers in Variable Remuneration Implementation: Main Drawbacks
- 15.4.2. Traditional Non-Equity-Linked Variable Remuneration Models
- 15.4.3. Financing the Variable Remuneration System

**15.5. Management by Objectives**

- 15.5.1. Management by Objectives: Key Criteria and Framework
- 15.5.2. Advantages of Management by Objectives: Business Strategy Alignment
- 15.5.3. Effective Measurement of Business Objectives

**15.6. Distribution Criteria**

- 15.6.1. Reference Criteria
- 15.6.2. Fixing a Reward Ceiling
- 15.6.3. Fixing the Standard Reward

**15.7. Labor Incentives for Improved Productivity**

- 15.7.1. Types of Production Incentive Programs and Appropriate Uses
- 15.7.2. Business Objective and Techniques for Incentives to Motivate the Workforce
- 15.7.3. Noteworthy Positive Incentives

**15.8. Commercial Incentives**

- 15.8.1. Motivating the Sales Team
- 15.8.2. Salary-Only Remuneration Plan
- 15.8.3. Commissions

**15.9. Workload**

- 15.9.1. Measurement and Evaluation of Workload
- 15.9.2. Physical Load Fundamental Aspects
- 15.9.3. Mental Load: Fundamental Aspects

**15.10. Tax Incentives as a Factor in Business Growth**

- 15.10.1. Internal Factors
- 15.10.2. External Factors
- 15.10.3. Tax Incentives for SMEs

**Module 16.** Remuneration in Kind

**16.1. Remuneration in Kind**

- 16.1.1. Remuneration in Kind as a Key Remuneration Mechanism: Advantages
- 16.1.2. Valuation and Maximums of Remuneration in Kind
- 16.1.3. Tax Benefits of Remuneration in Kind

**16.2. Types and Forms of Remuneration in Kind**

- 16.2.1. Services
- 16.2.2. Goods
- 16.2.3. Cash

**16.3. Social Benefits as an Element of Remuneration**

- 16.3.1. Principle of Fair Remuneration
- 16.3.2. Examples of Benefits: Transportation, Company Shares, Restaurant Vouchers, Health Insurance, Use of a House
- 16.3.3. Other Noteworthy Rewards

**16.4. Taxation of Social Benefits**

- 16.4.1. Main Principles for the Taxation of Social Benefits
- 16.4.2. Legal Limits to the Taxation of Social Benefits
- 16.4.3. Stock Options: Special Features

**16.5. Bonus**

- 16.5.1. Forms of Bonus in the Market
- 16.5.2. Bonus Structure: Special Considerations
- 16.5.3. Prevention Bonus

**16.6. Medical Insurance**

- 16.6.1. Key Points on Medical Insurance
- 16.6.2. Taxation of Health Insurance
- 16.6.3. Benefits of including Health Insurance in the Company's Payroll

**16.7. Transportation Assistance**

- 16.7.1. Key Points on Transportation Assistance
- 16.7.2. Taxation Applicable to Transport Assistance
- 16.7.3. Benefits of including Transportation Assistance in Pay

**16.8. Award of Company Shares**

- 16.8.1. Key Points on Awarding Shares to Employees
- 16.8.2. Taxation Applicable to Awarding Shares
- 16.8.3. Benefits of including Awarding Shares in Pay

**16.9. Provision of Property**

- 16.9.1. Company Car (Taxation and Benefits)
- 16.9.2. Company Equipment (Taxation and Benefits)
- 16.9.3. Other Provisions of Property



**Module 17. Flexible Remuneration****17.1. Flexible Remuneration**

- 17.1.1. Main Considerations for Flexible Remuneration
- 17.1.2. The Importance of Establishing a Flexible Remuneration System in the Company
- 17.1.3. Benefits for Employees

**17.2. Types and Forms of Flexible Remuneration**

- 17.2.1. Important Social Benefits
- 17.2.2. Advantages of Establishing Flexible Remuneration
- 17.2.3. Disadvantages of Establishing a Flexible Remuneration System

**17.3. Implementation of a Flexible Remuneration System**

- 17.3.1. Corporate Design of a Flexible Remuneration System
- 17.3.2. Implantation Stages: Pros and Cons
- 17.3.3. Communication of the Flexible Remuneration System

**17.4. Contractual Novation**

- 17.4.1. Contractual Novation
- 17.4.2. Requirements for Contractual Novation
- 17.4.3. The Need for Contractual Novation in the Company

**17.5. Payroll Simulation with Flexible Remuneration**

- 17.5.1. Items to be Included in a Payroll with Flexible Remuneration: Comparison
- 17.5.2. Simulated Payroll with Flexible Remuneration: Comparison

**17.6. Main Consequences: Impact on Attracting and Retaining Talent**

- 17.6.1. Attraction of Workers
- 17.6.2. Talent Loyalty
- 17.6.3. Talent Retention

**17.7. Talent Loyalty**

- 17.7.1. Continuous Improvement
- 17.7.2. Professional Development
- 17.7.3. Internal Promotion

**17.8. Talent Retention**

- 17.8.1. Talent Retention
- 17.8.2. Talent Retention Strategies
- 17.8.3. Key Considerations for Talent Retention in the Company

**17.9. Talent Retention Strategy**

- 17.9.1. Techniques for Attracting, Developing and Retaining Talent in the Company
- 17.9.2. Talent Retention Strategy in the Company
- 17.9.3. Talent Development in the Company

**17.10. Talent Transformation**

- 17.10.1. Ongoing Training
- 17.10.2. Motivation
- 17.10.3. Networking

**Module 18. Emotional Remuneration**

**18.1. The Emotional Contract**

- 18.1.1. The Emotional Contract
- 18.1.2. Main Corporate Interests in the Emotional Contract
- 18.1.3. Form and Expression of the Emotional Contract

**18.2. Remuneration as a Motivational Factor**

- 18.2.1. The Importance of Remuneration as a Positive Motivational Factor
- 18.2.2. Entrepreneurial Spirit: How can this Factor be Strengthened by the Company?

**18.3. Remuneration as a Change Lever**

- 18.3.1. Flexible Hours
- 18.3.2. Teleworking
- 18.3.3. Legal and Professional Advice

**18.4. Reputation and Employer Branding**

- 18.4.1. Motivation Indicators: Main Characteristics
- 18.4.2. Employer Reputation as an Indicator of Motivation
- 18.4.3. Brand as an Indicator of Motivation
- 18.4.4. Assumption of Motivation

**18.5. Employee Journey and Moments of Truth**

- 18.5.1. The Employee Journey
- 18.5.2. Moments of Truth: Work Tool
- 18.5.3. Main Factor to Consider: The Worker

**18.6. Types and Forms of Emotional Remuneration**

- 18.6.1. Types and Forms of Emotional Remuneration
- 18.6.2. Staff Turnover
- 18.6.3. Personal Satisfaction

**18.7. Emotional Salary I**

- 18.7.1. Intensive Workday during the Summer Months
- 18.7.2. Flexible Hours
- 18.7.3. Career Plans

**18.8. Emotional Salary II**

- 18.8.1. Teleworking
- 18.8.2. Assessment
- 18.8.3. Empowerment

**18.9. Emotional Salary III**

- 18.9.1. Internal Development within the Company
- 18.9.2. Personnel Policies: Strategies
- 18.9.3. SWOT Matrix (SWOT) of Emotional Wages

**18.10. Emotional Salary IV**

- 18.10.1. Day Care Centers
- 18.10.2. Preparation for Removal
- 18.10.3. The "Christmas Bonus" in Some Countries

**Module 19. Remuneration of Expatriate Workers****19.1. Management of Expatriate Workers**

- 19.1.1. The Importance of Expatriate Workers within the Company
- 19.1.2. Expatriate Remuneration Management
- 19.1.3. Common Problems and Solutions in Expatriate Management for the HR Department

**19.2. Remuneration of Expatriate Workers**

- 19.2.1. Remuneration Model for Expatriates
- 19.2.2. Wage Payment: Source/Destination /Split Payroll
- 19.2.3. Payroll Management: Payment Currency, Currency Conversion
- 19.2.4. Balance Sheet
- 19.2.5. Main Remuneration Systems: Tax Equalization and Tax Protection
- 19.2.6. Management of Expatriate Taxation

**19.3. Approaches to Remuneration of Expatriate Workers**

- 19.3.1. Contractual Relationship between the Expatriate and the Company
- 19.3.2. Applicable Tax Legislation in Country of Origin/Destination Country
- 19.3.3. Social Security Country in Country of Origin/ Destination Country

**19.4. Types of Expatriation**

- 19.4.1. Short or Long-Term Expatriation: Main Differences and Practical Application
- 19.4.2. International Geographic Mobility: Key Points
- 19.4.3. Practical Aspects of Employee Relocation (Temporary and Permanent)

**19.5. Law Applicable to the Employment Contract**

- 19.5.1. Latin America
- 19.5.2. Europe
- 19.5.3. Rest of the World

**19.6. Jurisdiction**

- 19.6.1. Minimum Rights for Expatriate Workers
- 19.6.2. Relocation to a European Union Member State/Non-European Union Country
- 19.6.3. Conditions Agreed Upon between the Employer and the Worker on the Posting

**19.7. Transfer Procedure**

- 19.7.1. Obligations of the Employer
- 19.7.2. Workers' Rights
- 19.7.3. Salary in Case of Dismissal

**19.8. Benefits for Expatriate Workers**

- 19.10.1. Expatriate Benefits: Reflection on their Payment

**Module 20.** Remuneration of People with Disabilities

**20.1. Disability**

- 20.1.1. Disability Determination
- 20.1.2. Key Aspects of Disability
- 20.1.3. Key Aspects Established by the World Health Organization

**20.2. Job Differences**

- 20.2.1. Job Determination
- 20.2.2. Negative Discrimination: Progress
- 20.2.3. Positive Discrimination: Progress

**20.3. Low Labor Market Participation**

- 20.3.1. Labor Market Developments

**20.4. Salary**

- 20.4.1. Salary Payments
- 20.4.2. Salary Differences

**20.5. Flexible Remuneration**

- 20.5.1. Flexible Remuneration
- 20.5.2. Benefits for Employees
- 20.5.3. Reasons to Implement a Flexible Remuneration Model

**20.6. Variable Remuneration**

- 20.6.1. Variable Remuneration
- 20.6.2. Advantages of Variable Remuneration
- 20.6.3. Drawbacks of Variable Remuneration

**20.7. Remuneration in Kind**

- 20.7.1. Remuneration in Kind
- 20.7.2. Advantages of Remuneration in Kind
- 20.7.3. Legal Texts

**20.8. Taxation**

- 20.8.1. Main Differences in Remuneration Systems
- 20.8.2. Key Points

**20.9. Negative Discrimination:**

- 20.9.1. Key Aspects of Negative Discrimination
- 20.9.2. Progress with Negative Discrimination
- 20.9.3. Main Conclusions on Negative Discrimination



*Get up to date on everything related to talent management and expand your knowledge in recruitment techniques and strategies, so you can create competitive, productive and highly beneficial teams for your company”*



07

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective





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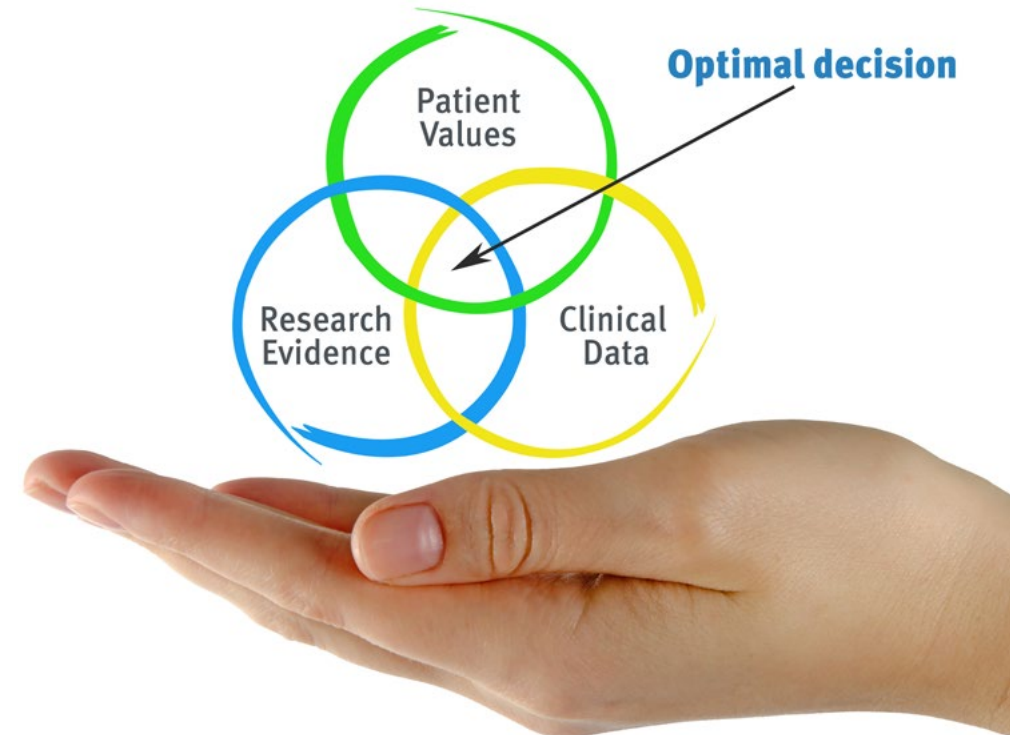
*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization”*

## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment



*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"*



*This program prepares you to face business challenges in uncertain environments and achieve business success*





## A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions

*Our program prepares you to face new challenges in uncertain environments and achieve success in your career*

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson

We enhance the Case Study with the best 100% online teaching method: Relearning

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions



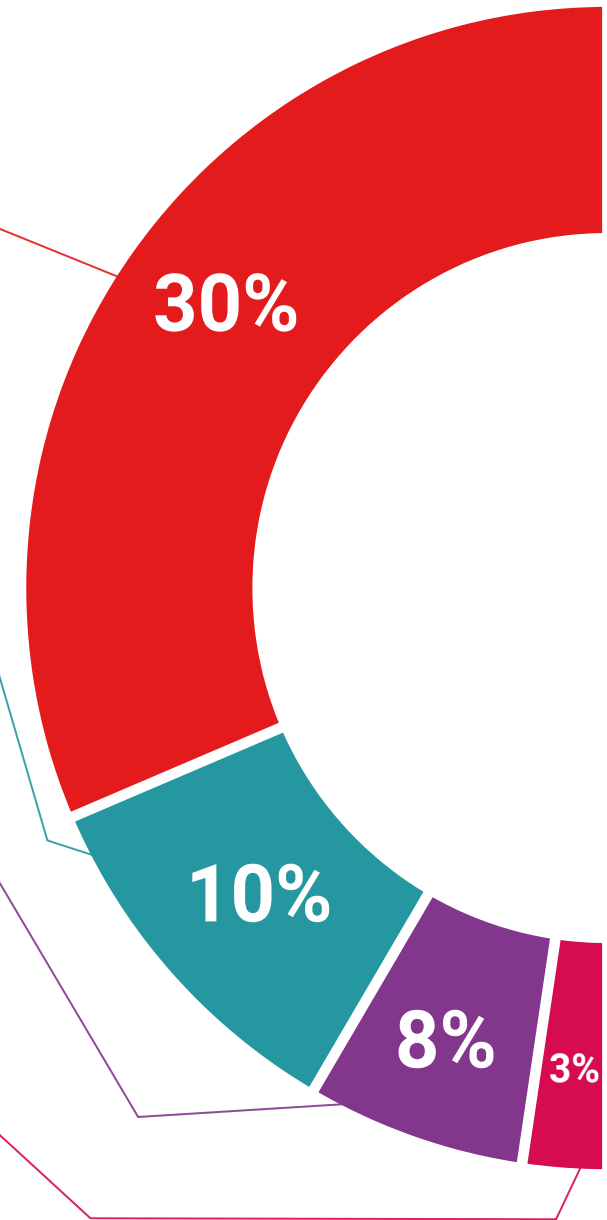
### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course





### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story"



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals



08

# Our Students' Profiles

TECH has designed the content of this program for different workers in the business sector, Labor Relations and Human Resources, but with a common objective: to achieve qualitative advancement in their careers that will allow them to improve their professional prospects. In addition, it has also been created for all those students who need to update their knowledge on the latest tools and strategies for Remuneration and Benefits Management.





“

*An advanced and multidisciplinary program aimed at professionals like you, so that you can make the qualitative leap you need to achieve your most ambitious professional goals in the business sector”*

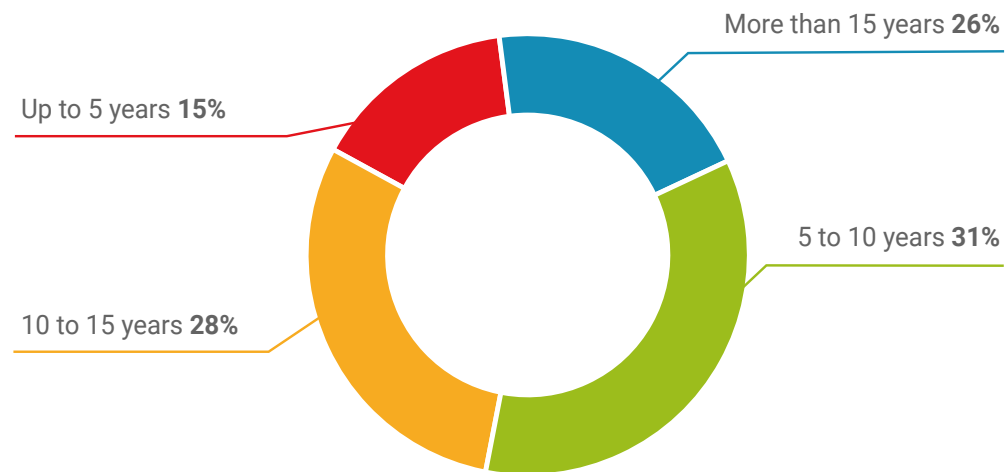
### Average Age

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Between **35** and **45** years old

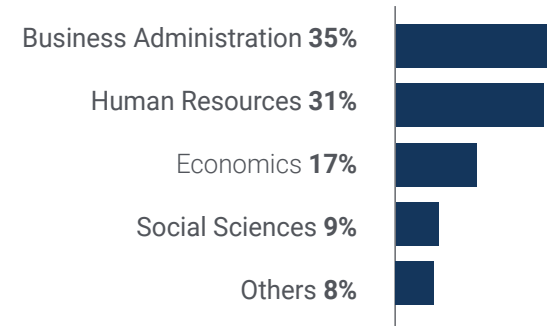
### Years of Experience

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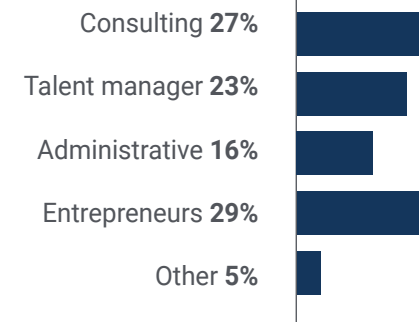
### Training

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### Academic Profile

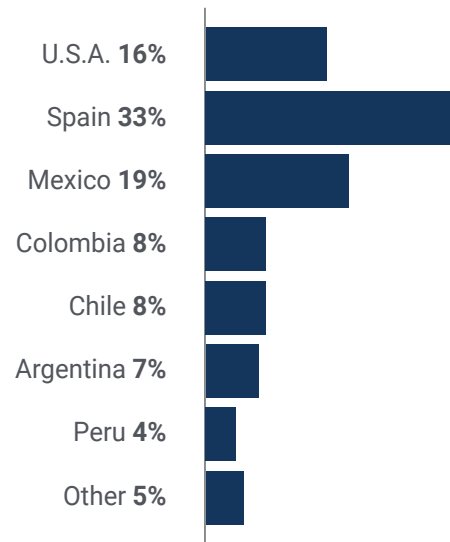
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## Geographical Distribution

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## Rodrigo González

Human Resources Director in a publishing company

*"I decided to pursue this program at a time when my professional career had truly stalled. I felt I needed to give it a boost with a qualification that would make me stand out from the crowd and give me the information I needed to work with confidence and assurance. One day, a classmate told me about TECH and to my surprise, I found this program that, months later, became the solution to my problem. Today, thanks to this Advanced Master's Degree, I can say that I have achieved my professional goals in the field of Human Resources, managing this area for a large company"*

09

# Course Management

The teaching team for any program will be responsible for guiding students throughout their academic experience. Thus, they must be extremely dedicated professionals. That is why TECH has selected a group of Human Resources experts with extensive experience in the business sector, to deliver and manage this Advanced Master's Degree. These are active specialists who will share their professional experience and their insights gained through teaching, so that students can acquire an even more innovative, realistic and critical understanding of the profession.



“

*You will have at your disposition a teaching team who are committed to your personal and professional growth and have expertise in corporate HR, to solve any query or to discuss any aspect of the syllabus”*

## Management



### **Ms. Dávila Martín, Beatriz**

- ♦ Founder and CEO of Davilex
- ♦ Head of HR and OHP at Professional Detail
- ♦ HR Technician in Asisa
- ♦ Degree in Labor Relations and Human Resources in the Complutense University of Madrid
- ♦ Master's Degree in Occupational Risk Prevention, specializing in Ergonomics and Applied Psychosociology, Complutense University of Madrid
- ♦ MBA from the Isabel I of Castilla University
- ♦ Master's Degree in Team Leadership and Management at the Isabel I of Castilla University



# 10

# Impact on Your Career

This Advanced Master's Degree will provide students with the necessary knowledge to master any aspect of Remuneration and Benefits Management, meeting the requirements and specifications of the business sector and improving their professional performance as managers in this area. This will allow them to gain access to a wider range of job offers and more senior positions.





“

*Exploring the different types of corporate retribution will allow you to reduce losses and generate more profit for your organization”*

*By enrolling in this program, you will gain access to a network of international professionals from your sector, a list of potential partners and clients for the future.*

### Are you ready to take the leap? Excellent professional development awaits you

The Advanced Master's Degree in Remuneration and Benefits Management at TECH Technological University is an intensive program that prepares students to face business challenges and decisions, both nationally and internationally. Its main objective is to promote your personal and professional growth Helping students achieve success.

Therefore, those who wish to improve themselves, achieve a positive change at a professional level and interact with the best, will find their place at TECH.

*You will have access to simulations of real situations, so that you can put your leadership skills into practice and implement the most appropriate strategies for each challenge you encounter in your professional practice.*

### When the change occurs



### Type of change





## Salary increase

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This program represents a salary increase of more than **25%** for our students



11

# Benefits for Your Company

The fact that TECH has a team of professionals in each of the sectors covered by its programs, means that it has a detailed understanding of the needs of companies. In this way, it focuses its degrees so that the students who access them acquire the necessary knowledge and develop the optimal skills to meet demand. Thus, all those professionals who choose TECH for their professional development complete the academic experience with the necessary competencies to provide enterprises with the most innovative and effective strategies, guaranteed to lead to success.





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*You will be able to deal with complex situations in HR management, knowing how to act in the best interests of employees and your company, at all times”*

Developing and retaining talent in companies is the best long-term investment.

01

### **Intellectual Capital and Talent Growth**

The executive will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

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02

### **Retaining high-potential executives to avoid talent drain**

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.

03

### **Building agents of change**

The manager will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

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04

### **Increased international expansion possibilities**

Thanks to this program, the company will come into contact with the main markets in the world economy.



05

### **Project Development**

The manager will be work on a current project or develop new projects in the field of R&D or Business Development within their company.

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06

### **Increased competitiveness**

This Advanced Master's Degree will equip students with the necessary skills to take on new challenges and drive the organization forward.

# 12 Certificate

The Advanced Master's Degree in Remuneration and Benefits Management guarantees you, in addition to the most rigorous and updated training, access to a Advanced Master's Degree issued by TECH Technological University.



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*Successfully complete this program  
and receive your university degree  
without travel or laborious paperwork”*

This **Advanced Master's Degree in Remuneration and Benefits Management** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Advanced Master's Degree** issued by **TECH Technological University** via tracked delivery\*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Advanced Master's Degree, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Advanced Master's Degree in Remuneration and Benefits Management**  
 Official N° of hours: **3,000 h.**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.





## Advanced Master's Degree Remuneration and Benefits Management

- » Modality: **online**
- » Duration: **2 years**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**

# Advanced Master's Degree Remuneration and Benefits Management

