

# Postgraduate Certificate Flexible Remuneration



## Postgraduate Certificate Flexible Remuneration

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Global University
- » Credits: 6 ECTS
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/us/school-of-business/postgraduate-certificate/flexible-remuneration](http://www.techtute.com/us/school-of-business/postgraduate-certificate/flexible-remuneration)

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# 01 Welcome

The top HR professionals not only master personnel management and salary structure, but also provide creative optimization solutions in crisis or low-inflation environments. A good use of Flexible Remuneration can mean a higher net return for the company, so it is necessary for professionals to control the implementation of this system, properly managing the documentation involved. After graduation, the renewed theoretical and practical vision that professionals obtain will be decisive when applying for positions of greater responsibility and being able to increase their economic and professional prospects.



Postgraduate Certificate in Flexible Remuneration.  
TECH Global University



“

*Mastering Flexible Remuneration will make you a key player in the Human Resources department"*

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 center for intensive managerial skills education.



“

*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 Global University



### Innovation

The university offers an online learning model that balances 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.

**+100000**

executives prepared 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* methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.



### 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

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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 analyses in academia"*

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 education of the highest academic level”*

This program will provide you with a multitude of professional and personal advantages, among which we highlight the following:

**01**

### A Strong Boost to Your Career

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 students achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of the company

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

*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**

### You will 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 fields 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

### You will be part of an exclusive community

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

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

# 04

# Objectives

The main objective of this program is to offer students a unique flexibility in the management of remuneration, allowing them to delve deeper into talent retention and various strategies to achieve it. With this advanced knowledge, graduates have a solid argumentation when it comes to acquiring greater responsibilities within the business organization, which will obviously have an impact on their salary and professional projection.



“

*Enroll today in this Postgraduate Certificate in Flexible Remuneration and increase talent loyalty in your company”*

**TECH makes the goals of their students their own goals too  
Working together to achieve them**

This **Postgraduate Certificate in Flexible Remuneration** enables students to:

01

Explore alternatives for tax optimization of the remuneration package

02

Delve into how to implement a Flexible Remuneration system







03

Establish which items can be included in Flexible Remuneration

04

Document the contractual novation involving Flexible Remuneration

05

# Structure and Content

The eminently practical knowledge of this Postgraduate Certificate requires a solid multimedia support, supported by high quality teaching content and detailed videos or summaries of the different aspects covered throughout the syllabus. Students will find a large amount of all this material, resulting in a much more enriching and efficient educational experience in order to improve their professional projection in the shortest possible time.



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*Thanks to the Relearning pedagogical methodology, you will not have to invest excessive hours of study to acquire all the knowledge and skills proposed"*

## Syllabus

The Postgraduate Certificate in Flexible Remuneration boosts the professional career of its students through excellence, giving them the necessary keys to stand out by retaining the talent of their organizations and developing remuneration plans that are adaptable to the relevant economic situation.

To enrich the educational experience, the teaching staff has incorporated numerous practical examples and audiovisual material into the program. This, in addition to lightening the teaching load, provides students with a visual contextualization that is more than necessary for high-level management training.

In this way, during the 180 hours of the program, students will analyze a multitude of case studies in which they will acquire the necessary skills to apply for the management position of their choice.

This Postgraduate Certificate takes place over 6 weeks and is divided into 1 module:

### Module 1

### Flexible Remuneration



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

TECH offers the possibility of developing this Postgraduate Certificate in Flexible Remuneration completely online. During the 6 weeks of the specialization, the student will be able to access all the contents of this program at any time, which will allow the students 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. Flexible Remuneration**

**1.1. Flexible Remuneration**

- 1.1.1. Main Considerations on Flexible Remuneration
- 1.1.2. The Importance of Establishing a Flexible Remuneration System in the Company
- 1.1.3. Benefits for Employees

**1.2. Flexible Remuneration Types and Modalities**

- 1.2.1. Important Social Benefits
- 1.2.2. Advantages of Establishing Flexible Remuneration System
- 1.2.3. Disadvantages of Establishing a Flexible Remuneration System

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

- 1.3.1. Corporate Design of a Flexible Remuneration System
- 1.3.2. Implantation Stages: Pros and Cons
- 1.3.3. Communication of the Flexible Remuneration System

**1.4. Contractual Novation**

- 1.4.1. Contractual Novation
- 1.4.2. Requirements for Contractual Novation
- 1.4.3. The Need for Contractual Novation in the Company

**1.5. Payroll Simulation with Flexible Remuneration**

- 1.5.1. Items to Be Included in a Flexible Remuneration Payroll. Comparison
- 1.5.2. Simulated Payroll with Flexible Remuneration. Comparison

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

- 1.6.1. Attraction of Workers
- 1.6.2. Talent Loyalty
- 1.6.3. Talent Retention

**1.7. Talent Loyalty**

- 1.7.1. Continuing Improvement
- 1.7.2. Professional development
- 1.7.3. Internal Promotion

**1.8. Talent Retention**

- 1.8.1. Talent Retention
- 1.8.2. Talent Retention Strategies
- 1.8.3. Key Considerations for Talent Retention in the Company

**1.9. Strategy for Retaining Talent**

- 1.9.1. Techniques for Attracting, Developing and Retaining Talent in the Company
- 1.9.2. Talent Retention Strategy in the Company
- 1.9.3. Talent Development in the Company

**1.10. Talent Transformation**

- 1.10.1. Ongoing Training
- 1.10.2. Motivation
- 1.10.3. Networking



*You will delve into talent management from the Human Resources department, developing techniques and strategies to retain and attract talent"*



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# 06

# 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.







“

*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.*



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

### 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.

## 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.



07

# Our Students' Profiles

Students interested in this Postgraduate Certificate usually share a profile coming from the Human Resources field, although its contents are also of interest to managers with people under their charge or entrepreneurs with a small number of employees. TECH is aware of this reality, so all the material found is adapted to the requirements and needs of the students, thinking about their current professional situation and how to achieve their most ambitious goals.







“

*The flexibility that this Postgraduate Certificate will give you in developing salary structure plans will be a must in any organization you choose to work for"*

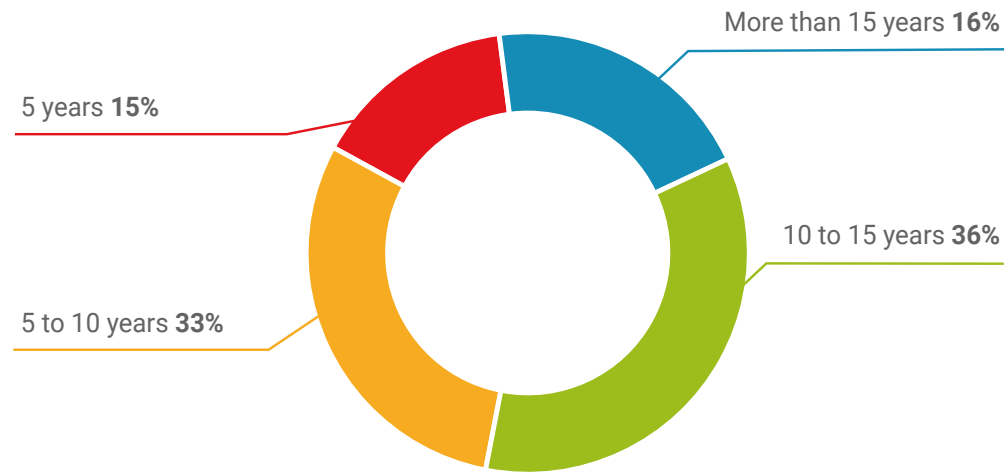
### Average Age

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

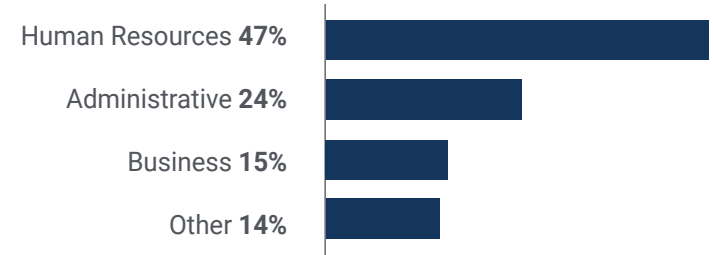
### Years of Experience

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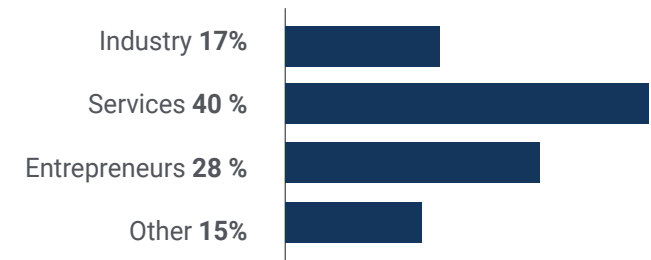
### Training

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### Educational Profile

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## Geographical Distribution

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## Adriana Quesada

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Talent Management Manager

*Thanks to this Postgraduate Certificate my company started to elaborate Flexible Remuneration plans much more suitable to our situation. My contribution in this task was important, so I was able to get the responsible position I had long sought in the department"*

08

# Course Management

In order to guarantee the highest possible quality both in terms of theory and the development of the training material, TECH has assembled a teaching team with extensive experience in the management and administration of labor personnel. This gives the program a unique distinctive touch, bringing together the regulatory theory regarding flexible remuneration with the practical insight needed to know how to implement it successfully in any kind of professional environment.



“

*You will have a completely personalized orientation, being able to consult your doubts directly with the teaching staff"*

## Management



### Mr. López Martínez, Alberto

- ♦ Head of the Labor Law Department at Galán & Asociados
- ♦ Expert legal advisor in labor and commercial matters
- ♦ External legal counsel of the Guardianship Unit of the Generalitat Valenciana
- ♦ Legal Advisor to the Risk Department of several international business groups
- ♦ Legal Advisor of the Espaiverd Business Group
- ♦ External lawyer in charge of the labor management of Fissa Finalidad Social SL
- ♦ Attorney at Law at López y Hernández Attorneys & Consultants
- ♦ Attorney at Law at Norvamed Asesores y Consultores
- ♦ Law Degree from the University of Alicante
- ♦ Title of Compliance Officer by Fundesem Business School
- ♦ Specialization in Labor Law by the Provincial Bar Association of Alicante



### **Ms. Marín Paniagua, Débora**

- ♦ Specialist in the Labor Law Department of Galán & Asociados
- ♦ Lawyer in the Labor Law Department of Gesad Marín
- ♦ Labor Lawyer in Javier Beltrán Abogados
- ♦ Lawyer at Ceca Magán Abogados
- ♦ Law Degree from the University of Alicante
- ♦ Postgraduate course in practical legal knowledge in the international business context
- ♦ Postgraduate degree in Labor Law and Human Resources Area
- ♦ Master's Degree in Labor and Employment Consulting by Fundesem Business School
- ♦ Master's Degree in International Advocacy from the Higher Institute of Law and Economics

09

# Impact on Your Career

Leadership in Human Resources requires fully enabled people, with the versatility to adapt to different situations and offer solutions to complex organizational problems. This means that professionals in this area must not only have adequate knowledge, but also the transversal competencies required to stand out in their field. TECH emphasizes these competencies throughout the program, instructing students in proactivity, self-reliance and intelligent search for organizational solutions.





“

*This program is your launching pad to the zenith of your career, giving you the chance to stand out and excel in a highly contested field"*

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

The Postgraduate Certificate in Flexible Remuneration brings out the best in its students, putting them in front of administrative challenges in human resource management that require the best of ingenuity and program to overcome. This ensures that graduates of the program are prepared for top-level management.

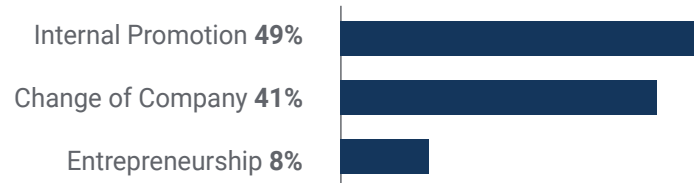
*You will be closer to management in Human Resources thanks to this Postgraduate Certificate in Flexible Remuneration.*

*This Postgraduate Certificate will be a decisive factor in your CV, reinforcing your solid arguments to apply for positions of greater responsibility.*

#### Time of Change



#### Type of change



## Salary increase

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This program represents a salary increase of more than **65.72%** for our students



10

# Benefits for Your Company

The benefit to companies of being able to have greater flexibility in controlling compensation is obvious. The economic results will be significantly improved and there will be a more agile and rapid response capacity to unforeseen situations. This is a notorious value in any Human Resources department, which guarantees that the students will have greater options to grow and increase both their salary projection and the prestige of their position.



“

*This program will take your career to the next level. Don't hesitate and enroll now”*

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

01

### **Growth of talent and intellectual capital**

The professional 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 professional and opens new avenues for professional growth within the company.

03

### **Building agents of change**

You 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 professional can work on a real project or develop new projects in the field of R & D or business development of your company.

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06

### **Increased competitiveness**

This program will equip students with the skills to take on new challenges and drive the organization forward.

# 11

# Certificate

The Postgraduate Certificate in Flexible Remuneration guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.





“

*Successfully complete this program  
and receive your university qualification  
without having to travel or fill out  
laborious paperwork”*

This program will allow you to obtain your **Postgraduate Certificate in Flexible Remuneration** endorsed by **TECH Global University**, the world's largest online university.

**TECH Global University** is an official European University publicly recognized by the Government of Andorra ([official bulletin](#)). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in Flexible Remuneration**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**



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



## Postgraduate Certificate Flexible Remuneration

- » Modality: online
- » Duration: 6 weeks
- » Certificate: **TECH Global University**
- » Credits: **6 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

# Postgraduate Certificate Flexible Remuneration

