

# Postgraduate Certificate Remuneration of People with Disabilities



## Postgraduate Certificate Remuneration of People with Disabilities

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtitute.com/in/school-of-business/postgraduate-certificate/remuneration-people-disabilities](http://www.techtitute.com/in/school-of-business/postgraduate-certificate/remuneration-people-disabilities)

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# 01 Welcome

The incorporation of employees with disabilities into the organizational structures of any company is a delicate task that must be handled with excellent professionalism and versatility. There are many legal, fiscal and ethical issues that come into play in this situation, which is why HR professionals can stand out by successfully resolving these issues. This university program will enable professionals to distinguish the determination of jobs and know how to appreciate both positive and negative discrimination. Specialized and accurate knowledge such as that presented here reinforces the value proposition of any candidate for the management of people or personal management in the Human Resources department.



Postgraduate Certificate in Remuneration of People with Disabilities.  
TECH Technological University



“

*Give a deeper dimension to your daily work by incorporating expertise on the Remuneration of People with Disabilities, strengthening your candidacy for higher prestige positions”*

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 Technological 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 Technological 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 provide advanced knowledge to students regarding the Remuneration of People with Disabilities. Thanks to the eminently practical approach of all the contents, students obtain not only the tools to manage this issue, but also the necessary knowledge to know how to use them in real business environments. This is a significant advantage for leading groups where this task is indispensable.



“

*Enroll today in this Postgraduate Certificate and start changing the future of your career"*

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

The **Postgraduate Certificate in Remuneration of People with Disabilities** will enable the student to:

01

Explore remuneration system for people with disabilities

02

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







03

Analyze the labor legislation applicable to people with disabilities

04

Distinguishing flexible, in-kind and variable remuneration in salary structures for people with disabilities

05

# Structure and Content

In order to facilitate as much as possible the study work to the students, TECH carries out its programs with the Relearning pedagogical methodology. This allows the most important concepts related to the Remuneration of People with Disabilities to be assimilated in a natural and progressive way throughout the Postgraduate Certificate. The savings in study hours that this entails allows for a much more immediate and effective professional improvement.



“

*Access a myriad of supplementary material in which you will reinforce all your knowledge and professional leadership"*

## Syllabus

The Postgraduate Certificate in Remuneration of People with Disabilities delves into the most important organizational issues when dealing with a salary structure that includes people with disabilities. It deals with salary perceptions, types of Remuneration applicable and negative discrimination to be taken into account, among other topics of special interest for the Human Resources professional.

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 150 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 choice.

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

### Module 1

### Remuneration of People with Disabilities



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

TECH offers the possibility of developing this Postgraduate Certificate in Remuneration of People with Disabilities 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. Remuneration of People with Disabilities

### 1.1. Disability

- 1.1.1. Disability Determination
- 1.1.2. Key Aspects of Disability
- 1.1.3. Key Aspects Established by the World Health Organization

### 1.2. Job Differences

- 1.2.1. Job Determination
- 1.2.2. Negative Discrimination: Evolution
- 1.2.3. Positive Discrimination: Evolution

### 1.3. Low Labor Market Participation

- 1.3.1. Labor Market Developments

### 1.4. Salaries

- 1.4.1. Salary Payments
- 1.4.2. Salary Differences

### 1.5. Flexible Remuneration

- 1.5.1. Flexible Remuneration
- 1.5.2. Benefits for Employees
- 1.5.3. Reasons to Implement a Flexible Remuneration Model

### 1.6. Variable Remuneration

- 1.6.1. Variable Remuneration
- 1.6.2. Advantages of Variable Remuneration
- 1.6.3. Drawbacks of Variable Remuneration

### 1.7. Remuneration in Kind

- 1.7.1. Remuneration in Kind
- 1.7.2. Advantages of Remuneration in Kind
- 1.7.3. Legal Texts

### 1.8. Taxation

- 1.8.1. Main Differences in Remuneration Systems
- 1.8.2. Key Points

### 1.9. Negative Discrimination:

- 1.9.1. Key Aspects of Negative Discrimination
- 1.9.2. Negative Discrimination Evolution
- 1.9.3. Main Conclusions on Negative Discrimination



*You will delve into the most important elements to take into account when leading Human Resources departments, with a special focus on the management of people with disabilities"*



# 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.*



## 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”*

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

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

Given that many companies and organizations must or decide to incorporate people with disabilities into their ranks, this Postgraduate Certificate is of interest to both business managers and professionals more versed in Human Resources. This creates a cross-cutting environment in which to meet future business partners or potential customers, making this program a great opportunity for Networking.







“

*You will meet people with whom you share ambitions and goals, which will make the educational experience that much more enriching"*

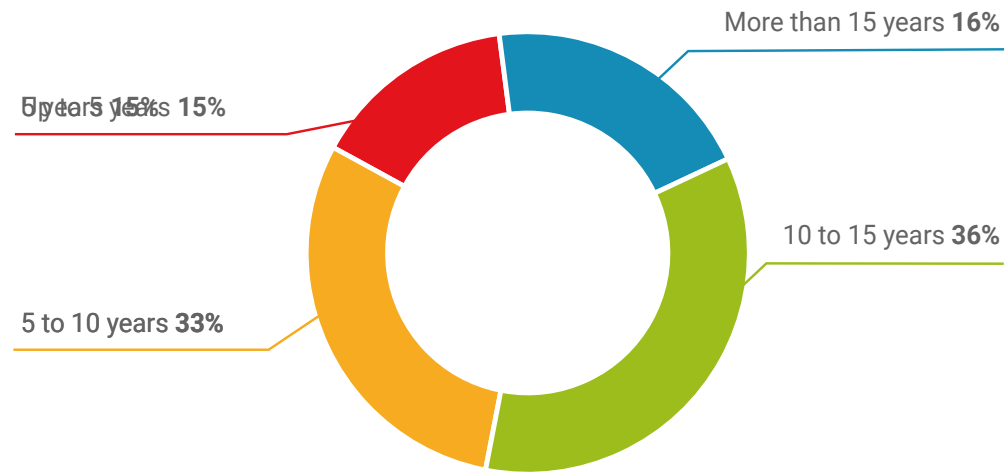
### Average Age

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

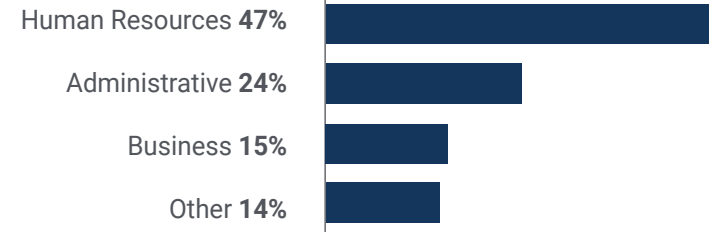
### Years of Experience

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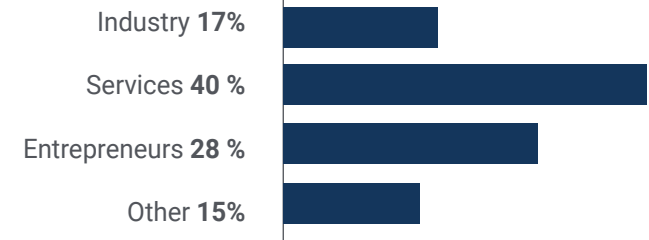
### Training

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### Educational Profile

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## Geographical Distribution

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## Ricardo Macías

Technical manager for training and internal communication

*It was clear to me that if I wanted to stand out in my career, I had to have knowledge that went beyond what conventional academies or faculties normally teach. A good area to stand out in my company was in the area of compensation management for people with disabilities, as it was in a delicate situation. In just a few weeks I provided valuable solutions that served to elevate my responsibilities and my own salary"*

08

# Course Management

To ensure the highest possible quality of the program, TECH has assembled a teaching team with extensive experience in Human Resources management, including the specific management of People with Disabilities. This gives a double theoretical-practical vision to the program, offering in addition a completely personalized attention to the objectives of the students themselves, who will be able to consult their doubts directly with the teacher.



“

*TECH only chooses the best for the development of its programs, so you are guaranteed to be learning from the hands of prestigious professionals in Human Resources”*

## 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

The positive impact of this program on students' careers is guaranteed. The management of disabled personnel is an area that Human Resources departments must master, as it is influenced by economic, social and ethical factors that require strong and confident leadership. Graduates of this program will bring this security to their departments, positioning themselves with a clear advantage to obtain positions of greater responsibility and prestige.





“

*TECH guarantees you an increase in your salary and professional projection by enhancing the best knowledge, skills and aptitudes required in the Human Resources field"*

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

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

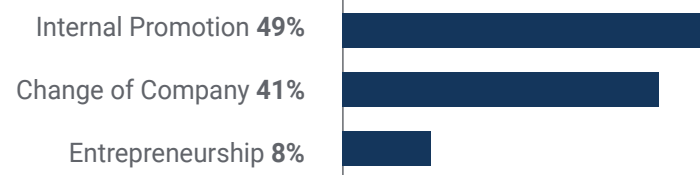
*Prove that you are capable of leading entire HR projects by learning tips and keys from professionals who have already reached the top of their careers.*

*Include this Postgraduate Certificate in your CV and give the definitive boost to your professional career.*

#### 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

Given that compensation management for people with disabilities is an issue common to many Human Resources departments, there are many companies that benefit from the incorporation of a graduate of this program. With a much more effective knowledge in this area, salary structuring processes are streamlined, which means a much more decisive and complete leadership.





“

*Enroll now in the Postgraduate Certificate  
that will make a difference in your  
professional career”*

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.

---

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.

---

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.

---

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 Remuneration of People with Disabilities guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.





“

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

This **Postgraduate Certificate in Remuneration of People with Disabilities** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery\*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Certificate in Remuneration of People with Disabilities**

Official N° of Hours: **150 h.**



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



## Postgraduate Certificate Remuneration of People with Disabilities

- » Modality: **online**
- » Duration: **6 weeks**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**

# Postgraduate Certificate Remuneration of People with Disabilities

