

# Postgraduate Certificate Remuneration as Strategic Tool





## Postgraduate Certificate Remuneration as Strategic Tool

- » 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/remuneration-strategic-tool](http://www.techtute.com/us/school-of-business/postgraduate-certificate/remuneration-strategic-tool)

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# 01 Welcome

Since compensation is one of the most important expense items in any organization, mastering it as a strategic tool can be the differentiating factor in the work of the best HR professionals. In order to get the most out of compensation, it is necessary to understand its relationship with the types of employee motivation, as well as the appropriate way to integrate it into the business strategy. This university program explores all these issues, expanding them with tools and methods to maintain high organizational competitiveness and, therefore, be able to aspire to the most prestigious positions within Human Resources departments.



Postgraduate Certificate in Remuneration as Strategic Tool.  
TECH Global University



“

*Reach the zenith of your professional career by reinforcing your knowledge and compensation strategies in this Postgraduate Certificate"*

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

---

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 (postgraduate learning methodology with the best international valuation) with the Case Study. Tradition and vanguard in a difficult balance, and in the context of the most demanding educational 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

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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

Offering a substantial professional improvement is one of the main objectives of this program, which focuses all its teaching on making the most of salary retribution as a strategic tool. Thanks to the advice and guidance of a professional teaching team with first-hand knowledge of the market situation, students will acquire skills that are in high demand in any field of Human Resources.



“

*TECH knows your professional goals and wants to help you achieve them, giving you the tools with which you will achieve professional success”*

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

The **Postgraduate Certificate in Remuneration as Strategic Tool** will program the student to:

01

Deepen knowledge of compensation as a strategic management tool

02

Analyze all the aspects with which compensation interacts within an organization







03

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

04

Delve into current trends in compensation management and their practical configuration by groups, countries and hierarchical levels

05

# Structure and Content

The contents of this Postgraduate Certificate have been organized and structured in a clear and concise manner in order to facilitate the student's studies as much as possible. The 10 topics that make up the program are full of video summaries, interactive diagrams and complementary readings, which are a fundamental support for delving into compensation from a strategic perspective, the compensation market or compensation processes.



“

*You will be able to access the virtual classroom 24 hours a day, having the flexibility you need to achieve your goals"*

## Syllabus

The Postgraduate Certificate in Remuneration as Strategic Tool focuses on the most important elements of remuneration so that students stand out for their efficiency and advanced knowledge. In this way, they will have a stronger argument when applying for positions of greater responsibility within their organization.

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 choice.

This Postgraduate Certificate is developed over 6 week and is divided into 1 module:

### Module 1

### Remuneration as a Strategic Tool



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

TECH offers the possibility of developing this Postgraduate Certificate in Remuneration as Strategic Tool 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 as a Strategic Tool**

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

- 1.1.1. Remuneration Objectives
- 1.1.2. Benefits of Remuneration
- 1.1.3. Remuneration Policy Design
- 1.1.4. Remuneration Policy Implementation

**1.2. Remuneration Processes**

- 1.2.1. Design and Processes Involved
- 1.2.2. Job Description and Appraisal, Equity, Remuneration Structure, Performance

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

- 1.3.1. Total Remuneration Objectives
- 1.3.2. Extrinsic, Intrinsic and Emotional Remuneration
- 1.3.3. Talent Retention
- 1.3.4. Employee Attraction and Loyalty

**1.4. Remuneration System**

- 1.4.1. Fixed Remuneration
- 1.4.2. Variable Remuneration
- 1.4.3. Remuneration in Kind and Flexible Remuneration
- 1.4.4. Emotional Remuneration

**1.5. The compensation and benefits function and Resources Management Human**

- 1.5.1. The Challenges of Human Resources Management: Compensation and Benefits
- 1.5.2. Human Resources Management and Its Relationship with Other HR Functions HR Issues Related to Employee Compensation
- 1.5.3. Relationships of the HR department with other Related Departments within the Company that Influence Employee Compensation

**1.6. Remuneration Management Determining Factors**

- 1.6.1. External: Labor Market, Competition, Legal Regulations
- 1.6.2. Internal: Industry, Culture, Staffing Profile
- 1.6.3. Rewarding Performance

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

- 1.7.1. By Concept
- 1.7.2. By Country
- 1.7.3. By Organizational Levels

**1.8. The Future of Remuneration**

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

**1.9. Remuneration from a Strategic Perspective**

- 1.9.1. Remuneration Strategies
- 1.9.2. Strategic Benefits of Remuneration
- 1.9.3. Formative Benefits of Remuneration

**1.10. Benefits of Remuneration Management**

- 1.10.1. Remuneration Management
- 1.10.2. Advantages and Benefits of Remuneration Management
- 1.10.3. Inconveniences of Remuneration Management



“

*This is the program you've been looking for to really stand out in your daily work and lead your own HR department"*

# 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

This Postgraduate Certificate is mainly focused on professionals in the area of Human Resources or economic management, so the students that make up the student body come mainly from these fields. This is a growing opportunity to meet people with the same interests and ambitions, resulting in an enriching experience not only on an educational level, but also on a personal and professional level.







“

*You will be able to network while continuing to improve your strategic compensation skills and competencies”*

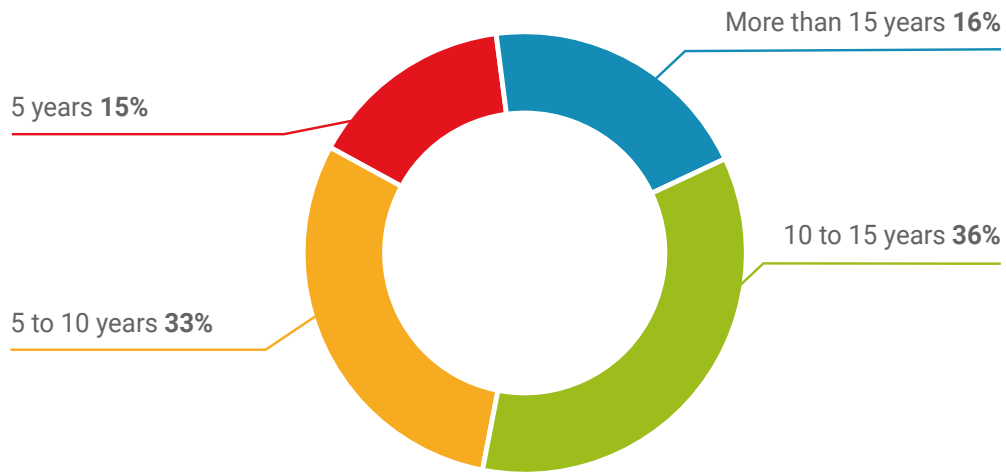
### Average Age

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

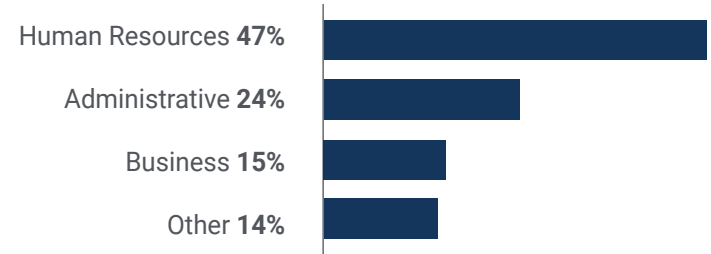
### Years of Experience

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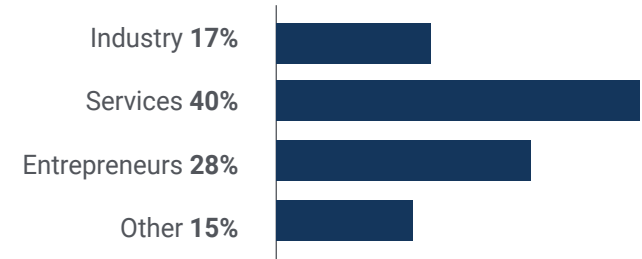
### Training

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### Educational Profile

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## Geographical Distribution

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## Alejandra Galván

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Talent Manager

*"My professional career needed a boost and thanks to this TECH Postgraduate Certificate I was able to find the formula to get it. Stand out in my department by better-managing employee compensation helped me gain the trust of my superiors and start managing all the talent in the company"*

08

# Course Management

TECH chooses the best professionals, with expertise in their field, for the elaboration of all educational programs. For this reason, this university program is written by a teaching team that knows retribution to the millimeter, providing the practical keys and secrets necessary to learn to master it as an essential tool in any organizational strategy. Personalized attention, tutoring each student, is also one of the main assets that reaffirm the quality of this Postgraduate Certificate.





“

*You will learn the vicissitudes of retribution, using it more efficiently and standing out above your peers to reach a position of greater responsibility”*

## 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

In any business environment, the improvement of transversal competencies or Soft Skills is highly valued. This set of skills is what usually makes the difference between candidates. Therefore, the Postgraduate Certificate in Remuneration as Strategic Tool also fosters self-discipline and proactivity in students, key elements to strengthen any candidacy.





“

*Enroll now and don't miss the opportunity to learn how to use strategic retribution as one of your main tools in your daily work"*

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

The Postgraduate Certificate in Remuneration as Strategic Tool 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 them. This ensures that graduates of the program are prepared for top-level management.

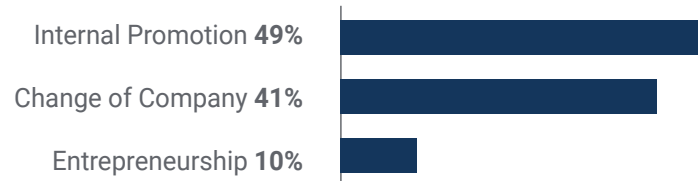
*You will significantly improve your salary and labor projection thanks to this Postgraduate Certificate.*

*This is your fast and effective professional growth path, tailored to take your skills to the highest level.*

#### 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

Since proper compensation management can lead to greater flexibility and better economic management, companies also benefit from this program. By incorporating professionals with a high degree of expertise in compensation into their ranks, they will achieve better fiscal results and greater well-being and productivity for their own employees.





“

*The most responsible positions are reserved for the most dedicated professionals. Show your desire to continue growing with this Postgraduate Certificate in TECH"*

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 as Strategic Tool 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 Remuneration as Strategic Tool** 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 Remuneration as Strategic Tool**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**





## Postgraduate Certificate Remuneration as Strategic Tool

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