

Postgraduate Certificate Salary Structure





Postgraduate Certificate Salary Structure

- » 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/salary-structure

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01

Welcome

Having an orderly and well-organized salary structure is fundamental for the good economic administration of the company, since many decisions of the Human Resources department depend on it. Performing this task is not easy, as it requires the professional to have an extensive knowledge of the vocabulary used in this function, as well as of the concepts attributed to the remunerations in a specific way. In this way, it is possible to stand out quickly by delving deeper into the preparation of compensation budgets, for which it is essential to have an in-depth knowledge of the Salary Structure. This university program serves to specialize in this area and an even greater responsibility within the corporate organization, driven by accurate and specialized knowledge.



Postgraduate Certificate in Salary Structure.
TECH Global University



“

Enroll today in this Postgraduate Certificate and don't miss the opportunity to stand out in your 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

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



Academic Excellence

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

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 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

Since the salary structure is one of the most important elements in any organizational scheme, this Postgraduate Certificate delves precisely into the corporate compensation policy, the types and approaches of salary structure or salary protection. In this way, Human Resources professionals can reach a position of greater relevance within their organization, assuming responsibility for one of the pillars of the organizational structure of any institution.



“

Achieve the Human Resources position you deserve thanks to this Postgraduate Certificate"

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

The **Postgraduate Certificate in Salary Structure** will enable the student to:

01

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

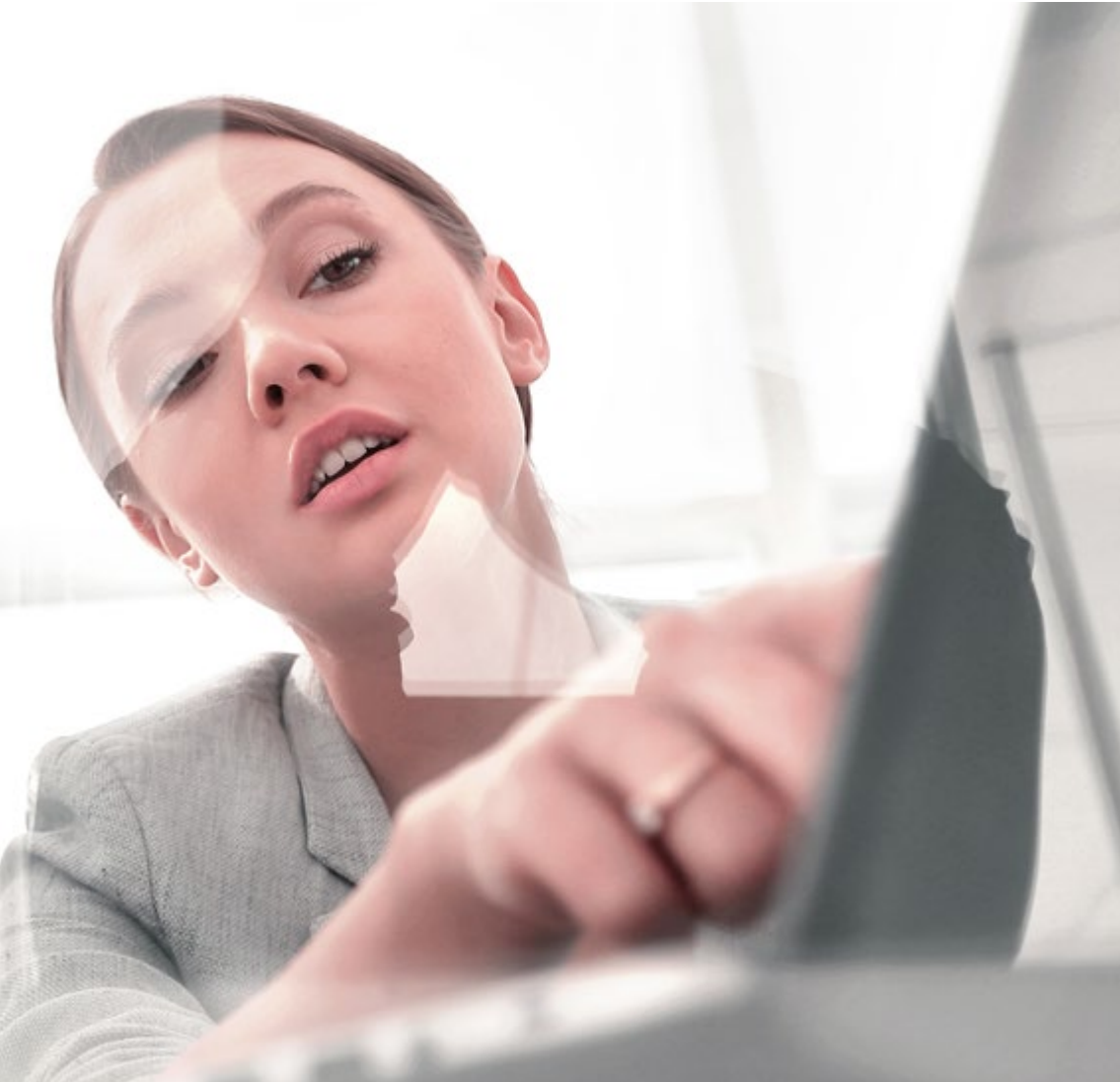
02

Design a salary structure by organizing the company's salaries

03

Quantify the economic resources that the company should invest to adjust its current remuneration structure to the desired one, both internally and in relation to its reference market





04

Train to identify the concepts that make up the company's wage bill

05

Analyze how to draw up remuneration budgets

06

Analyze proposed salary increases

05

Structure and Content

The contents of this Postgraduate Certificate have been designed to achieve the maximum benefit for students, boosting their knowledge and increasing their chances of applying for positions of greater prestige or responsibility. The knowledge and effective analysis of the salary structure is one of the most valued competencies in any Human Resources department, so including this Postgraduate Certificate in the CV is a considerable step forward on the road to greater professional success.



“

You will be able to access the virtual classroom whenever you decide, as the content is available in its entirety from the first day of the program"

Syllabus

The Postgraduate Certificate in Salary Structure 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 their choice.

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

Module 1

Salary Structure



Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Certificate in Salary Structure 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. Salary Structure

1.1. Designing the Salary Structure

- 1.1.1. Salary Structure
- 1.1.2. Criteria for Determining the Salary Structure
- 1.1.3. Factors in Determining the Salary Structure

1.2. Types and Approaches to Salary Structure

- 1.2.1. Types of Salary Structure and Comparison
- 1.2.2. Approaches to Salary Structure within the Company
- 1.2.3. Salary Range: Key Points

1.3. Remuneration Policies

- 1.3.1. Level
- 1.3.2. Band, Width or Opening: Solape
- 1.3.3. Depth of Remuneration
- 1.3.4. Band Position and Situation

1.4. Remuneration Policies

- 1.4.1. Cost of Equity
- 1.4.2. Equity Map
- 1.4.3. Gender Wage Analysis
- 1.4.4. Salary Range

1.5. Internal and External Equity

- 1.5.1. Internal and External Equity Delimitation
- 1.5.2. Remuneration Studies and their Interpretation
- 1.5.3. Remuneration Bands

1.6. Maintenance of the Salary Structure in the Long Term

- 1.6.1. Equal Pay
- 1.6.2. Rotation
- 1.6.3. Absenteeism

1.7. The Remuneration Budget

- 1.7.1. Annual Salary Increases: Objectives to be Met
- 1.7.2. Social Security Expenses as a Key Aspect
- 1.7.3. Necessary Supplements to be Considered in Remuneration

1.8. Wage Protection

- 1.8.1. Against the Employer
- 1.8.2. Against the Employee's Creditors
- 1.8.3. Against the Employer's Creditors



You will find a lot of complementary material, with tests and real cases of analysis and planning of the salary structure of different organizations"



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 who choose to take this program generally share a common interest in the areas of human resources and business administration. That is why the program not only serves to increase skills and knowledge, but also as a networking platform to establish contact with professionals with the same affinities and aspirations.





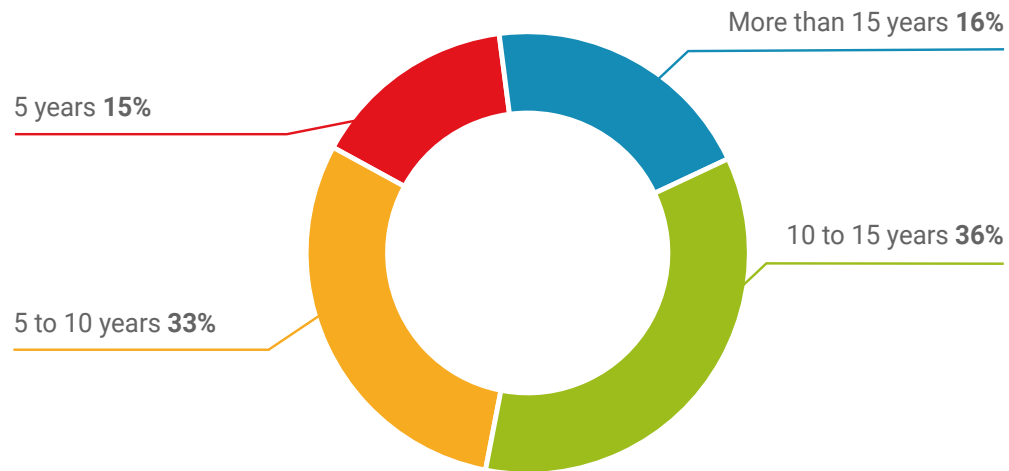
“

You will be able to meet potential future business partners, increasing your network of contacts around higher HR management”

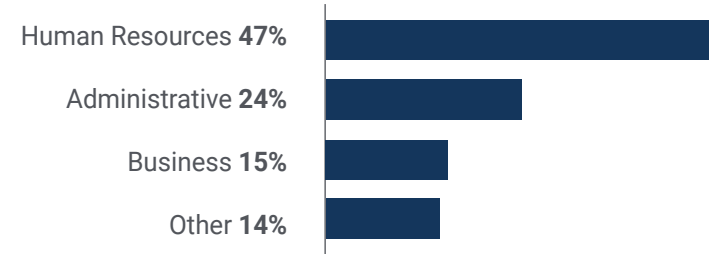
Average Age

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

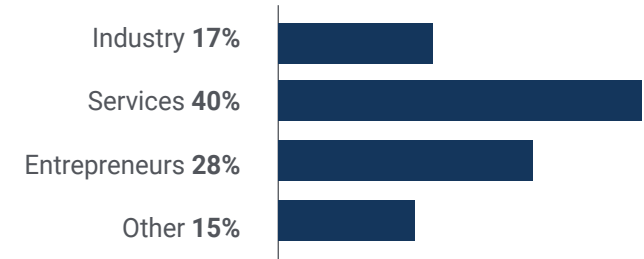
Years of Experience



Training



Educational Profile



Geographical Distribution



Teodoro Martínez Ruiz

Salary Administration Manager

"In my day-to-day work, I realized that salary structuring is critical to gaining more responsibility, as that part was currently poorly managed. With this Postgraduate Certificate I was able to learn the keys that led me to significantly improve the economic efficiency of my company, which earned me a position of high responsibility"

08

Course Management

The teachers who make up this program have extensive experience in salary structuring in a multitude of organizations, so that students acquire not only a solid theoretical basis in this regard, but also the necessary dose of business practice to know how to apply all this knowledge in real environments. This, together with a completely personalized tutoring, makes the options for growth in this Postgraduate Certificate multiple.



“

You will be accompanied throughout your education by a teaching team committed to seeing you grow both personally and professionally"

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

This program focuses on improving students' competencies in Salary Structure, although it also proposes a series of fundamental values that every Human Resources manager should possess. The experience of the teaching team has been used to focus on the development of essential cross-cutting skills such as proactivity and self-reliance, both of which are of great value in any business environment.



“

Not only will you gain new knowledge and management skills, but your growth will also be personal, helping you to achieve a higher level of agility and leadership ability”

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

The Postgraduate Certificate in Salary Structure 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.

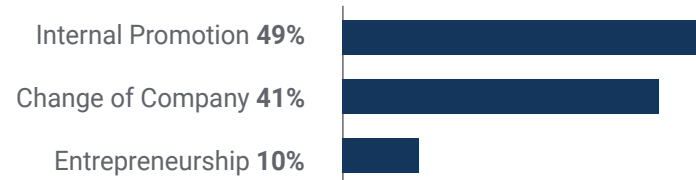
You will achieve the salary improvement you long for thanks to your efforts and the keys that this Postgraduate Certificate in Salary Structure will give you.

Including this Postgraduate Certificate in your CV will demonstrate your extensive skills and desire to continuously improve.

Time of Change



Type of Change



Salary Increase

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



10

Benefits for Your Company

Human Resources professionals benefit greatly from the competencies and skills they acquire throughout the program. This undoubtedly has a positive impact on the company's economic performance. By bringing in highly qualified personnel capable of structuring the salary hierarchy more efficiently, it is possible to conduct more thorough reviews of wasteful spending or to make a more accurate case for the pay that should be paid for each position.



“

Highly capable professionals like you have already achieved their goals by relying on TECH. What are you waiting to be next?"

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 Salary Structure 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 Salary Structure** 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 Salary Structure**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**





Postgraduate Certificate Salary Structure

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

Postgraduate Certificate Salary Structure

