



Postgraduate Diploma Remuneration in Kind

» Modality: online

» Duration: 6 months

» Certificate: TECH Global University

» Credits: 18 ECTS

» Schedule: at your own pace

» Exams: online

Website: www.techtitute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-remuneration-kind

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01 **Welcome**

There are multiple options for entities to take advantage of Remuneration in Kind. The benefit to workers comes in the form of goods that meet their needs or facilitate their daily routine, which can also mean a significant tax benefit. This, together with variable and flexible remuneration, are tools that professionals should have at their disposal to stand out significantly in their work and reach positions of greater prestige and rank. This TECH university program is instrumental in this task, providing the key guidelines and guidelines that HR professionals must achieve to excel with excellence in the management of In-Kind Compensation.









tech 08 | Why Study at TECH?

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

+200

executives prepared each year

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.



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"

Why Study at TECH? | 09 tech

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 ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.





tech 12 | Why Our Program?

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



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.



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.



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.



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.



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.



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.



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.



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.

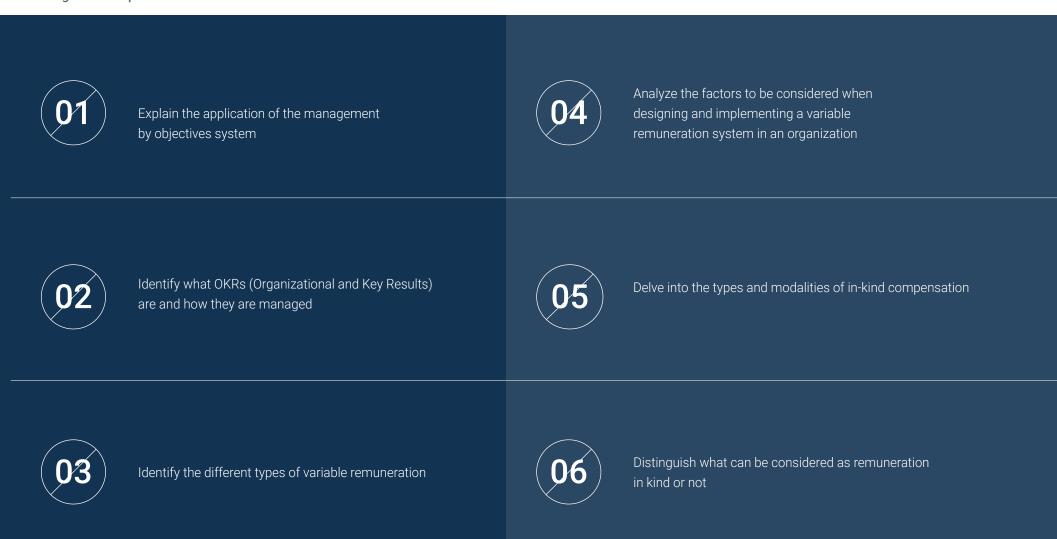




tech 16 | Objectives

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

The Postgraduate Diploma in Remuneration in Kind will enable the student to:









tech 20 | Structure and Content

Syllabus

This Postgraduate Diploma in Remuneration in Kind explores the most outstanding knowledge of the different modes of remuneration, including variable remuneration and flexible remuneration. In this way, students acquire a broad and detailed perspective on salary management.

The numerous supplementary readings and practical exercises, based on real cases, help students to focus their study effort much better. The information pills provided throughout each topic are the most efficient way to provide unparalleled insight into business success.

The 450 hours that make up this Postgraduate Diploma are therefore maximized. Students will analyze real cases of compensation strategies in companies, acquiring the necessary skills to stand out in their daily work.

This Postgraduate Diploma is developed over 6 months and is divided into 3 modules:

Module 1	Variable Remuneration
Module 2	Remuneration in Kind
Module 3	Flexible Remuneration



Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma in Remuneration in Kind completely online. Throughout the 6 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

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

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Mod	Module 1. Variable Remuneration							
1.1.2.	Variable Remuneration Corporate Considerations for Variable Remuneration Advantages of Establishing a Variable Remuneration System within the Company Drawbacks of Establishing a Variable Remuneration System within the Company	1.2. 1.2.1. 1.2.2. 1.2.3.	Design of a Variable Remuneration System in the Company Improved Employee Performance Increased Revenues for the Company Economic Losses: Possible Consequences		Types and Forms of Variable Remuneration I: Equity-Based Incentives. Current Market Practices Short-Term Performance-Linked Bonuses and Remuneration Premiums and their Corporate Connection	1.4.1. 1.4.2.	Types and Forms of Variable Remuneration II: Non-Equity Based Barriers in Variable Remuneration Implementation: Main Drawbacks Traditional Non-Equity-Linked Variable Remuneration Models Financing the Variable Remuneration System	
1.5.1.	Management by Objectives Management by Objectives: Key Criteria and Framework Advantages of Management by Objectives: Business Strategy Alignment Effective Measurement of Business Objectives	1.6. 1.6.1. 1.6.2. 1.6.3.	Distribution Criteria Reference Criteria Fixing a Reward Ceiling Fixing the Standard Reward	1.7. 1.7.1. 1.7.2. 1.7.3.	Improved Productivity Types of Production Incentive Programs and Appropriate Uses		Commercial Incentives Motivating the Sales Team Salary-Only Remuneration Plan Commissions	
		1.10.1 1.10.2	Tax Incentives as a Factor in Business Growth Internal Factors External Factors Tax Incentives for SMEs					

Mod	ule 2. Remuneration in Kind						
2.1. 2.1.1. 2.1.2. 2.1.3.	of Remuneration in Kind	2.2.1. 2.2.2.	Types and Forms of Remuneration in Kind Services Goods Cash	2.3.1. 2.3.2.	Own Rewards: Transportation, Company Shares, from Restaurant Vouchers, Health Insurance, Use of a House		Taxation of Social Benefits Main Principles for the Taxation of Social Benefits Legal Limits to the Taxation of Social Benefits Stock Options: Special Features
2.5. 2.5.1. 2.5.2. 2.5.3.	Bonus Forms of Bonus in the Market Bonus Structure: Particularities Prevention Bonus	2.6. 2.6.1. 2.6.2. 2.6.3.	Health Insurance Health Insurance Stand Out Aspects Taxation Applicable to Health Insurance Benefits of Including Health Insurance in the Company's Payroll	2.7. 2.7.1. 2.7.2. 2.7.3.	Transportation Assistance Key Points on Transportation Assistance Taxation Applicable to Transport Assistance Benefits of including Transportation Assistance in Payroll	2.8. 2.8.1. 2.8.2. 2.8.3.	Taxation Applicable to Awarding Shares
	Provision of Property Company Car (Taxation and Benefits) Company Equipment (Taxation and Benefits) Other Provisions of Property						

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Mod	Module 3. Flexible Remuneration							
3.1. 3.1.1. 3.1.2. 3.1.3.	Remuneration System in the Company	3.2.1. 3.2.2. 3.2.3.	Flexible Remuneration Important Social Benefits Advantages of Establishing Flexible Remuneration	3.3.1. 3.3.2. 3.3.3.	Implementation of a Flexible Remuneration System Corprate Design of a Flexible Remuneration System Implantation Stages: Pros and Cons Communication of the Flexible Remuneration System		Contractual Novation Contractual Novation Requirements for Contractual Novation The Need for Contractual Novation in the Company	
	Payroll Simulation with Flexible Remuneration Items to be Included in a Payroll with Flexible Remuneration: Comparison Simulated Payroll with Flexible Remuneration: Comparison	3.6. 3.6.1. 3.6.2. 3.6.3.	Main Consequences: Impact on Attracting and Retaining Talent Attraction of Workers Talent Loyalty Talent Retention	3.7. 3.7.1. 3.7.2. 3.7.3.	Talent Loyalty Continuing Improvement Professional development Internal Promotion	3.8. 3.8.1. 3.8.2. 3.8.3.	Talent Retention Talent Retention Talent Retention Strategies Key Considerations for Talent Retention in the Company	
3.9. 3.9.1. 3.9.2. 3.9.3.	and Retaining Talent in the Company Talent Retention Strategy in the Company	3.10.1 3.10.2	Talent Transformation Ongoing Training Motivation Networking					





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

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

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tech 28 | Methodology

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.





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.

tech 30 | Methodology

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.



Methodology | 31 **tech**

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.



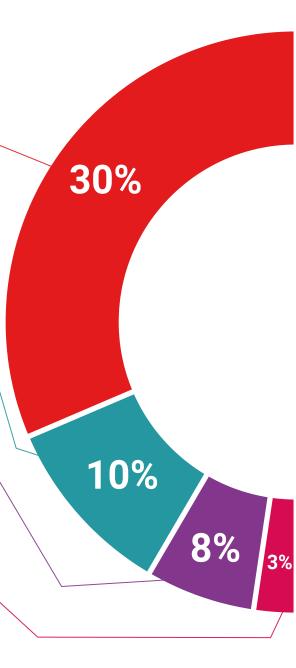
Management Skills Exercises

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.





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.

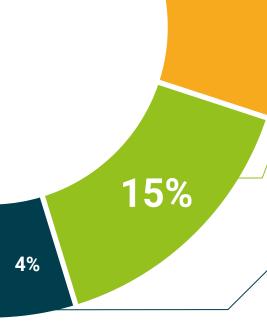


This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

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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.

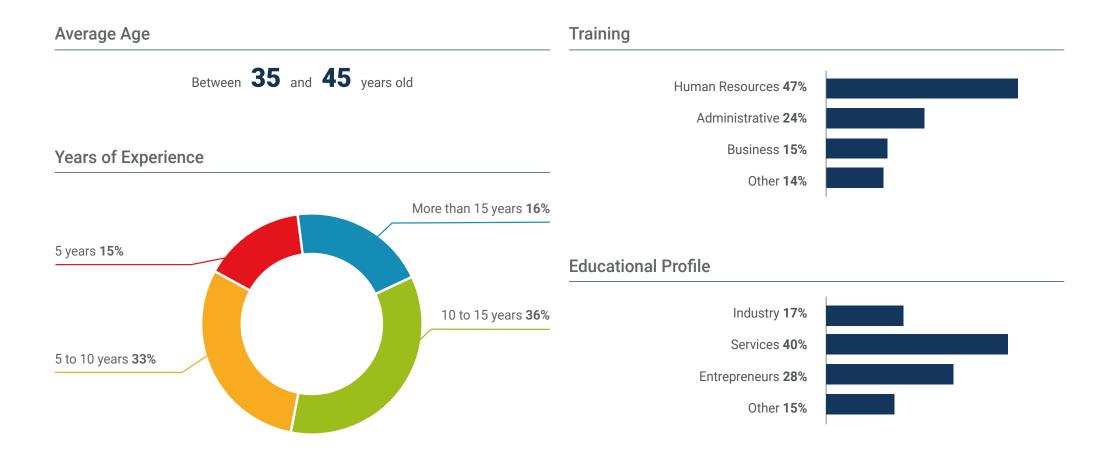


30%





tech 36 | Our Students' Profiles



Geographical Distribution





Vanesa Real

HR Coordinator

"I was a little stuck in my career and didn't quite know how to move forward. A colleague of mine recommended the TECH Postgraduate Diplomas, and this one in particular caught my attention. Thanks to all the knowledge I acquired in Remuneration in Kind, I was able to improve the economic results of my department, which earned me a well-deserved promotion"





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 Schoool
- 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





tech 44 | Impact on Your Career

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

The Postgraduate Diploma in Remuneration in Kind gets the best out of 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.

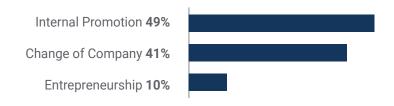
You will have the support of the world's largest online educational institution, TECH.

You will be able to lead your own personnel management and administration project thanks to this Postgraduate Diploma in Remuneration in Kind.

Time of Change



Type of Change



Salary Increase

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

Salary before **\$29,810**

A salary increase of

65.72%

Salary after **\$49,401**





tech 48 | Benefits for Your Company

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



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.



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.



Building agents of change

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



Increased international expansion possibilities

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





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.



Increased competitiveness

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





tech 52 | Certificate

This program will allow you to obtain your **Postgraduate Diploma in Remuneration in Kind** 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 Diploma in Remuneration in Kind

Modality: online

Duration: 6 months

Accreditation: 18 ECTS



Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Postgraduate Diploma in Remuneration in Kind

This is a program of 450 hours of duration equivalent to 18 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024



^{*}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 Diploma Remuneration in Kind

» Modality: online

» Duration: 6 months

» Certificate: TECH Global University

» Credits: 18 ECTS

» Schedule: at your own pace

» Exams: online

