# Postgraduate Certificate
## Variable Remuneration

tech technological university

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# Postgraduate Certificate
## Variable Remuneration

- 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/variable-remuneration**

# Index


01 Welcome — p. 4

02 Why Study at TECH? — p. 6

03 Why Our Program? — p. 10

04 Objectives — p. 14

05 Structure and Content — p. 18

06 Methodology — p. 24

07 Our Students' Profiles — p. 32

08 Course Management — p. 36

09 Impact on Your Career — p. 40

10 Benefits for Your Company — p. 44

11 Certificate — p. 48

01

# Welcome

In certain organizations, a correct implementation of Variable Remuneration can significantly increase the performance of their employees. For this reason, Human Resources professionals should delve deeper into the management by objectives system, both in its more traditional variant and in the modern OKR or Organizational and Key Results. This university program focuses on all these concepts and factors that professionals must take into account when designing and implementing a Variable Compensation system, resulting in an ideal educational option to definitely boost their career towards positions of greater responsibility and salary compensation.

**Postgraduate Certificate in Variable Remuneration.**
**TECH Technological University**

*This program will be decisive in your organizational strategies in Human Resources. Don't hesitate and take the step towards the promising future you desire"*

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.

## 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"*



**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.

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

By reviewing the different types of Variable Remuneration that can be applied depending on the purpose sought, Human Resources professionals acquire a much broader and more strategic vision of their work. This means that they will perform much better in tasks of greater responsibility and importance, being able to move up quickly in their functions, which is why this program focuses on offering the most useful tools and strategic keys to stand out in the use of Variable Compensation.

*You will make Variable Remuneration your main tool to implement compensation systems that benefit both the company and the employees"*

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

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

01 Explore alternatives for tax optimization of the remuneration package

02 Delve into how to implement a flexible remuneration system

03 Establish which items can be included in flexible remuneration

04 Document the contractual novation that involves flexible remuneration

05

# Structure and Content

In order to facilitate as much as possible the work of study by students, TECH incorporates in its programs the pedagogical methodology of Relearning, in which it is a pioneer. Through the reiteration of the most important concepts throughout the program, these are assimilated in a much more natural and progressive way, resulting in a reduction of the number of hours of study required. This relief of the teaching load is accompanied by a large amount of high quality complementary audiovisual material, developed by the teaching team itself.

*You will be able to consult real case studies of strategies with Variable Remuneration in multiple work environments"*

## Syllabus

The Postgraduate Certificate in Variable Remuneration contains the keys to this type of compensation so that students can take full advantage of it, becoming strategic experts in the performance of workers based on their objectives.

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 their choice.

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

**Module 1** Variable Remuneration

## Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Certificate in Variable Compensation 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.** Variable Remuneration

### 1.1. Variable Remuneration
1.1.1. Corporate Considerations for Variable Remuneration
1.1.2. Advantages of Establishing a Variable Remuneration System within the Company
1.1.3. Drawbacks of Establishing a Variable Remuneration System within the Company

### 1.2. Design of a Variable Remuneration System in the Company
1.2.1. Improved Employee Performance
1.2.2. Increased Revenues for the Company
1.2.3. Economic Losses: Possible Consequences

### 1.3. Types and Forms of Variable Remuneration I: Equity-Based
1.3.1. Incentives. Current Market Practices
1.3.2. Short-Term Performance-Linked Bonuses and Remuneration
1.3.3. Premiums and their Corporate Connection

### 1.4. Types and Forms of Variable Remuneration II: Non-Equity Based
1.4.1. Barriers in the Implementation of Variable Remuneration Main Drawbacks
1.4.2. Traditional Non-Equity-Linked Variable Remuneration Models
1.4.3. Variable Remuneration System Financing

### 1.5. Management by Objectives
1.5.1. Management by Objectives: Key Criteria and Framework
1.5.2. Advantages of Management by Objectives: Business Strategy Alignment
1.5.3. Effective Measurement of Business Objectives

### 1.6. Distribution Criteria
1.6.1. Reference Criteria
1.6.2. Fixing a Reward Ceiling
1.6.3. Fixing the Standard Reward

### 1.7. Labor Incentives for Improved Productivity
1.7.1. Types of Production Incentive Programs and Appropriate Uses
1.7.2. Business Objective and Techniques for Incentives to Motivate the Workforce
1.7.3. Noteworthy Positive Incentives

### 1.8. Commercial Incentives
1.8.1. Motivating the Sales Team
1.8.2. Salary-Only Remuneration Plan
1.8.3. Commissions

### 1.9. Workload
1.9.1. Measurement and Evaluation of Workload
1.9.2. Physical Load Fundamental Aspects
1.9.3. Mental Load: Fundamental Aspects

### 1.10. Tax Incentives as a Factor in Business Growth
1.10.1. Internal Factors
1.10.2. External Factors
1.10.3. Tax Incentives for SMEs

*The syllabus will be a great reference material even after you finish your program"*

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

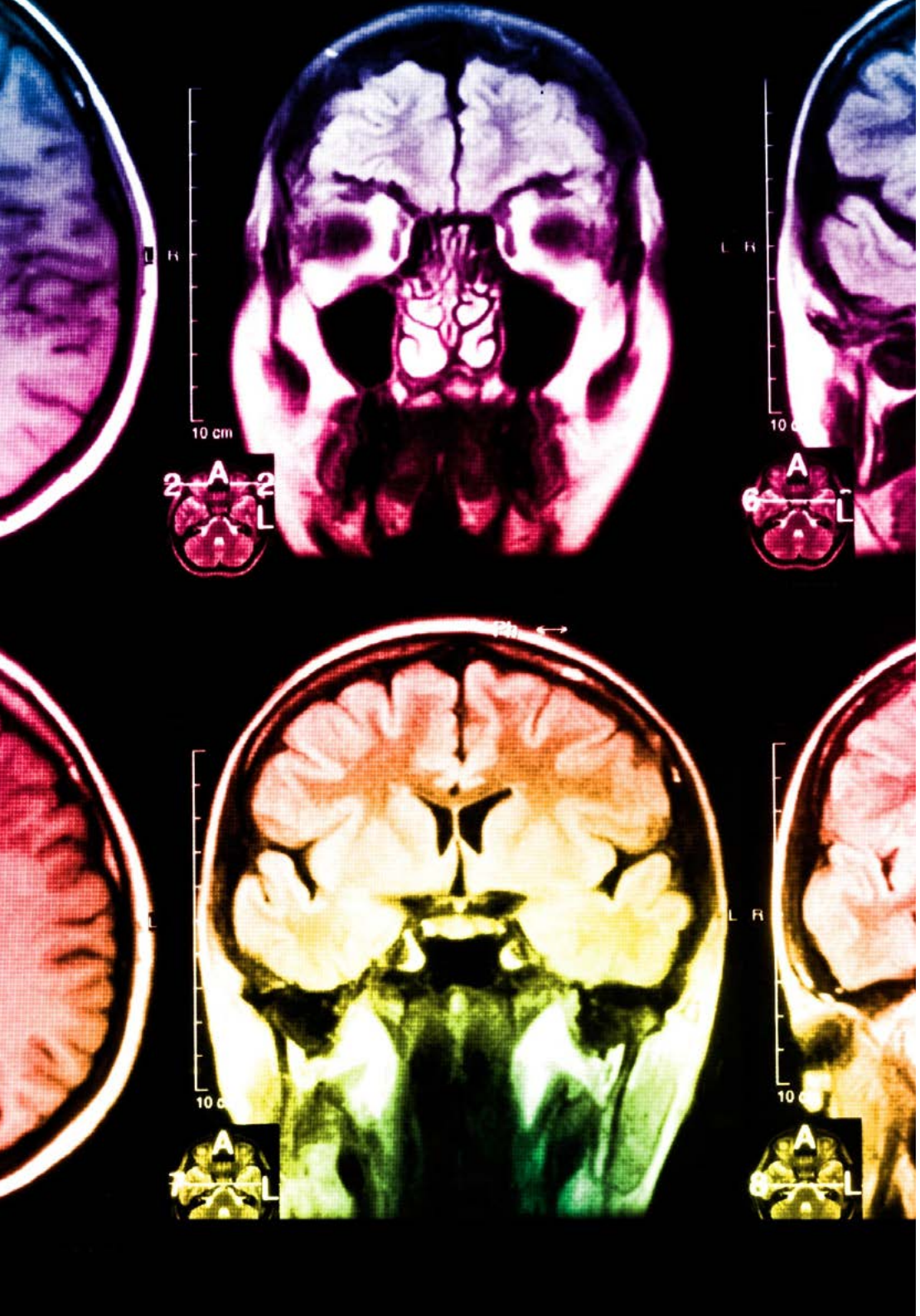
TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

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.

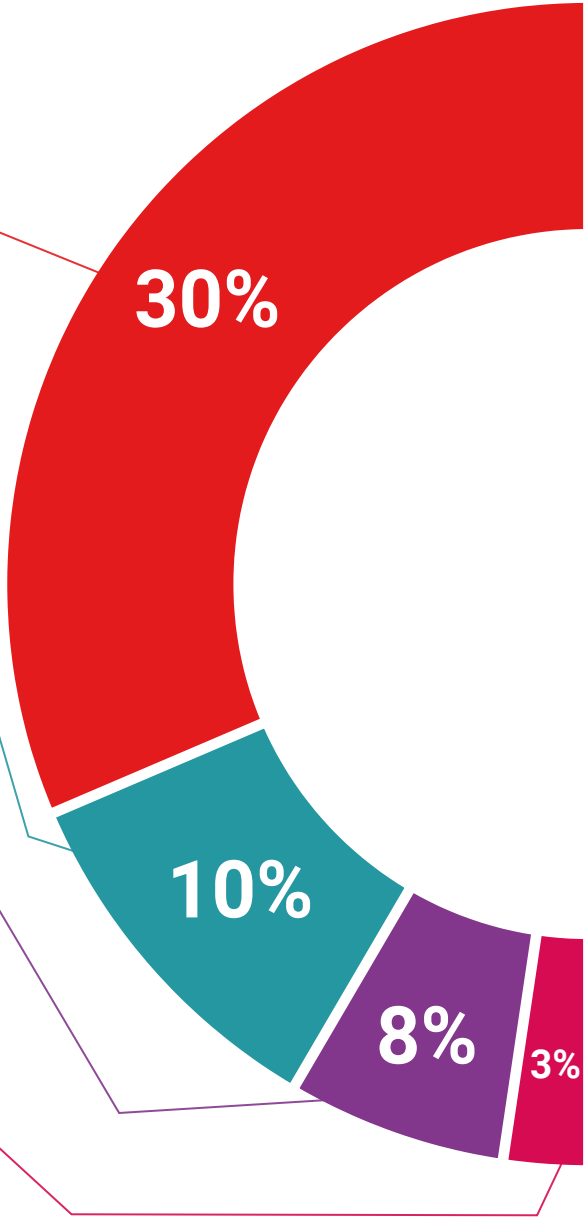
Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

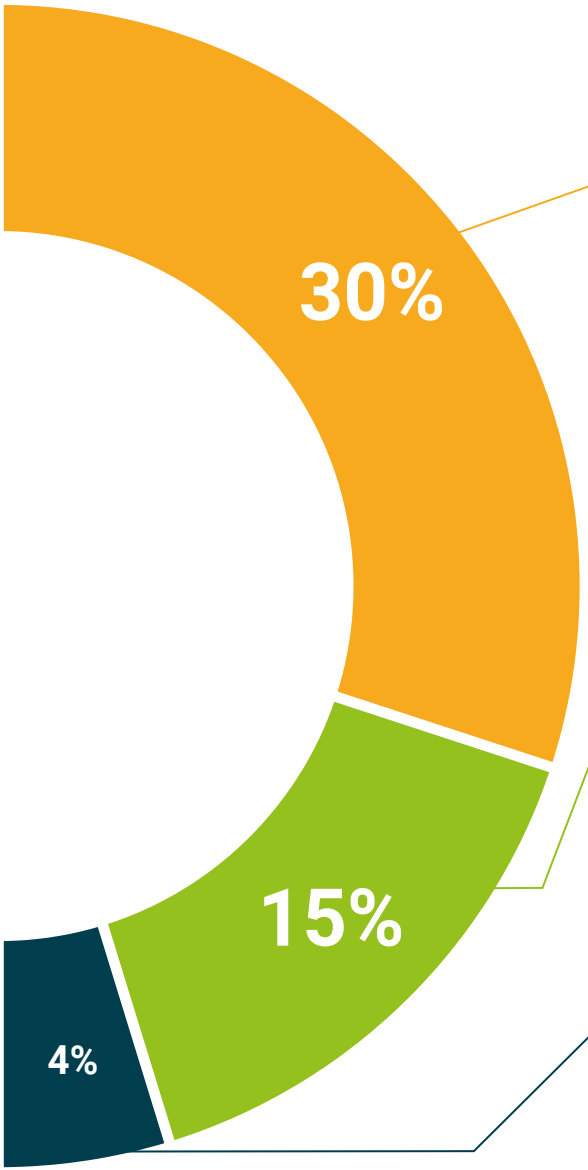
### Management Skills Exercises

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

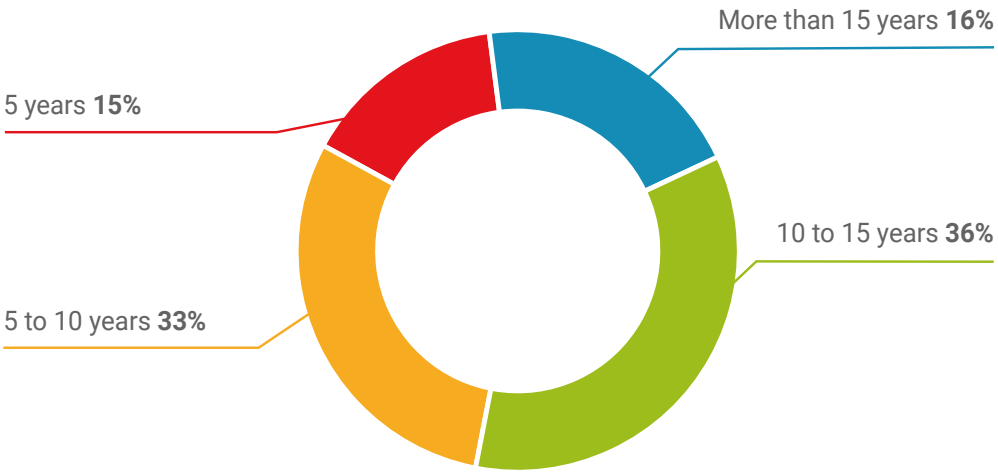
TECH knows the profile of the students interested in this program, since most of them come from the field of business management, Human Resources or entrepreneurship. This means that the contents are specifically focused beforehand for these professional profiles, which makes the Postgraduate Certificate personalized to the interests and ambitions of all its students.

*You will be able to meet people with whom to share your professional interests, making it a good opportunity for networking"*

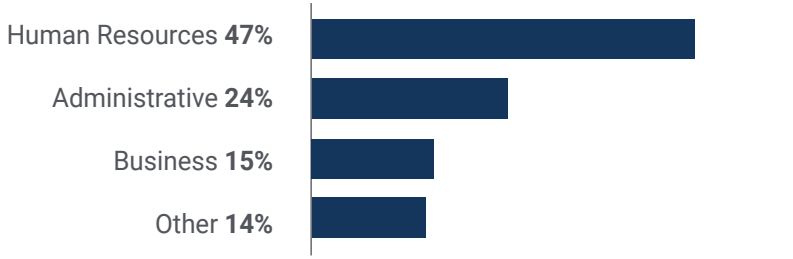
## Average Age

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

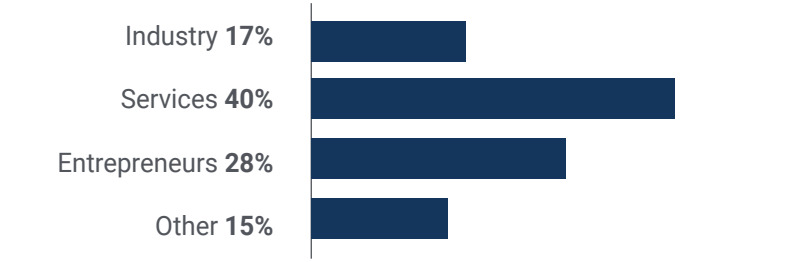
## Years of Experience




## Training




## Educational Profile



## Geographical Distribution

# Daniel Hernández

**Talent Manager**

*"My responsibility as Talent Manager is not only to look for the most qualified employees, but to know the right mechanisms to retain them so that they become a great investment. This Postgraduate Certificate provided me with a series of fundamental tools that I now use in my daily life and with which I have undoubtedly managed to increase my salary expectations in the short and medium term"*

08

# Course Management

The teaching team behind this program has been chosen by TECH for its high capacity in the direction and management of Human Resources projects. This leadership experience gives the theoretical content an important practical vision, adapted to the reality of the current market and with a clear focus on the real demands of companies.

*You will be able to consult directly with the teaching staff about all your doubts and concerns about the Postgraduate Certificate"*

## 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

09

# Impact on Your Career

TECH's advanced teaching methodology allows students to acquire competencies and skills in Variable Compensation management in the shortest possible time. This makes the day-to-day work of HR professionals continuously improve, even before the end of the program, ensuring a positive and efficient impact on their career path.

*Your leadership on strategic compensation issues will be undisputed thanks to your valuable contributions on Variable Remuneration in your organization"*

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

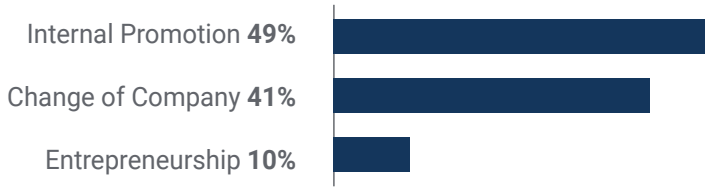
The Postgraduate Certificate in Variable Remuneration gets the best out of its students, putting them in front of administrative challenges of Human Resources management that require the best of ingenuity and program to overcome them. This ensures that graduates of the program are prepared for top-level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

*Access content trusted by hundreds of professionals, endorsed by the world's largest online educational institution.*

*Achieve the greatest career impact with the most effective and profitable program on the market.*

### 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

Incorporating people with talent and initiative is always a preferred option for any company. Therefore, this Postgraduate Certificate transforms the ambition and desire of its students into useful skills in all Human Resources management, graduating professionals better prepared to face the challenges of the present and the future in personnel management. The benefit for companies is evident, having a workforce with well-defined objectives and a Variable Remuneration according to them.

*Take the definitive step towards the zenith of your career and incorporate this Postgraduate Certificate in your CV"*

**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

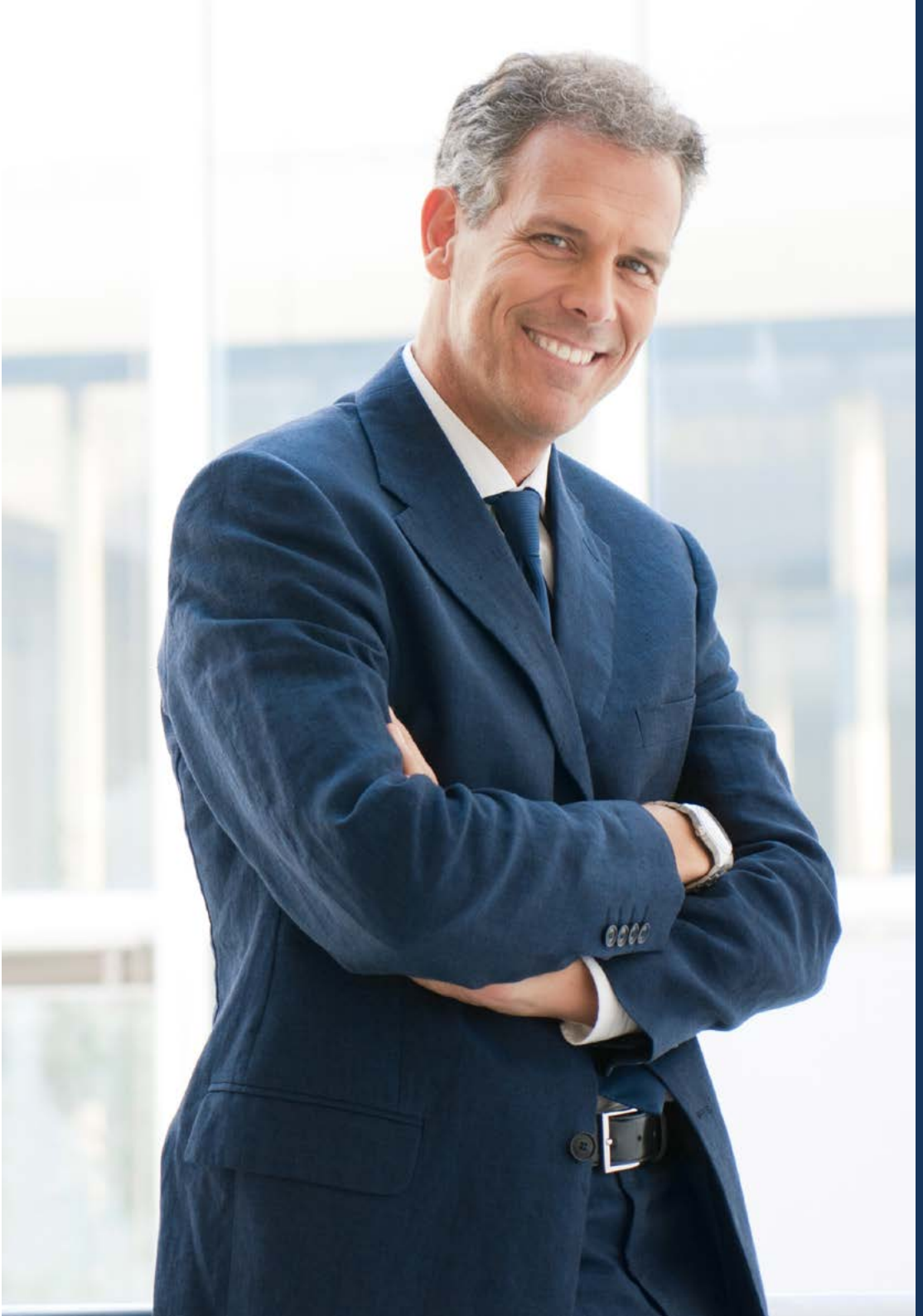
### Building agents of change

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 Variable Remuneration 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 Variable Remuneration** 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 Variable Remuneration**

Official Nº of Hours: **150 h.**

tech technological university

Awards the following

CERTIFICATE

to

Mr./Ms. _____, with identification number _____.

For having passed and accredited the following program

POSTGRADUATE CERTIFICATE

in

Variable Remuneration

This is a qualification awarded by this University, equivalent to 150 hours, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH is a Private Institution of Higher Education recognized by the Ministry of Public Education as of June 28, 2018.

June 17, 2020

Tere Guevara Navarro

Dean

Unique TECH Code: AFWORD23S techtitute.com/certificates

*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.

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