

# Postgraduate Diploma

## Remuneration as Strategic Tool



## Postgraduate Diploma Remuneration as Strategic Tool

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

Website: [www.techtute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-remuneration-strategic-tool](http://www.techtute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-remuneration-strategic-tool)

# 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. 26*

07

Our Students' Profiles

---

*p. 34*

08

Course Management

---

*p. 38*

09

Impact on Your Career

---

*p. 42*

10

Benefits for Your Company

---

*p. 46*

11

Certificate

---

*p. 50*

# 01 Welcome

Understanding compensation as one of the key elements in any business strategy enables the boldest managers to master the tools of salary modification, deductions and valuation to their advantage. For this reason, possessing a set of skills and competencies related to compensation is a competitive advantage that is essential for moving up the career ladder and reaching the most prestigious positions. This university program compiles, in a convenient and accessible way, all the knowledge that professionals need to continue growing, backed by an academic team of the highest prestige that provides both its theoretical vision and its own successful practical experience.



Postgraduate Diploma in Remuneration as Strategic Tool  
TECH Technological University



“

*Use retribution as a strategic tool in your management and achieve significant advantages for both the team of employees and the company itself”*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class center for intensive managerial skills education.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

## At TECH Technological University



### Innovation

The university offers an online learning model that balances the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"*Microsoft Europe Success Story*", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**+100000**

executives prepared each year

**+200**

different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**+500**

collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

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



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the *Relearning* methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.



### Economy of Scale

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TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case analyses in academia"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you education of the highest academic level”*

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

**01**

### A Strong Boost to Your Career

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of students achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of the company

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional fields.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### You will take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different fields in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### You will be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified teachers from the most prestigious universities in the world: the TECH Technological University community.

*We give you the opportunity to study with a team of world-renowned teachers.*

# 04 Objectives

In the field of Human Resources, it is essential to have advanced knowledge in order to continue progressing in the labor market. The objective of this Postgraduate Diploma could not be other than to provide a substantial improvement through modern, efficient teaching based on the economic and remuneration principles that have led the teaching team itself to a better projection both in terms of work and salary.



“

*Become a key player in your organization  
to position yourself as a valuable and  
committed HR manager”*

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

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

01

Deepen knowledge of compensation as a strategic management tool

04

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

02

Analyze all the aspects with which compensation interacts within an organization

05

Develop and apply job analysis and job description questionnaires

03

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

06

Delve into the knowledge of quantitative and qualitative job evaluation systems



07

Identify the relationship between job evaluation and remuneration allocation

10

Identify breaks that can be counted as work

08

Analyze the regulatory framework of compensation in an organization

11

Delve into the labor principles applicable to salaries  
Management of the gender pay gap

09

Distinguish the concepts that make up the salary structure

12

Identify the social security and tax deductions applicable to salaries

05

# Structure and Content

TECH's pedagogical methodology, based on *Relearning*, means that students do not have to invest an enormous amount of hours in studying the entire program. The large amount of supplementary material, including detailed videos created by the teaching team, provides enriching content that helps to assimilate and contextualize the most important strategic retribution concepts.



“

*You will be supported by the best possible syllabus regarding Remuneration as Strategic Tool, delving into job evaluation and the regulatory framework”*

## Syllabus

This Postgraduate Diploma in Remuneration as Strategic Tool contains the necessary keys to successfully lead a team in Human Resources. Since salary is one of the pillars on which good professional work is based, mastering it as a strategic tool is a unique decisive advantage.

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 takes place over 6 months and is divided into 3 modules:

### Module 1

Remuneration as a Strategic Tool

### Module 2

Job Evaluation and Remuneration

### Module 3

Remuneration and its Regulatory Framework



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

TECH offers the possibility of developing this Postgraduate Diploma in Remuneration as Strategic Tool 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.*

**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 Human Resources Management**

- 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. PR Department Relations HR with Other Related Parties 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

**Module 2. Job Evaluation and Remuneration**

**2.1. Job Analysis and Description**

- 2.1.1. Job Analysis
- 2.1.2. Job Description
- 2.1.3. Planning Job Analysis and Job Descriptions within the Company

**2.2. Job Assessment**

- 2.2.1. Fundamental questions for Job Assessment
- 2.2.2. Information Gathering Process
- 2.2.3. Data Procurement Process
- 2.2.4. Data Interpretation Process

**2.3. Assessment Methods**

- 2.3.1. Qualitative Methods
- 2.3.2. Quantitative Methods
- 2.3.3. Comparison of Qualitative and Quantitative Methods: Advantages and Disadvantages

**2.4. Job Catalog**

- 2.4.1. Job Specifications
- 2.4.2. Substantial and Required Characteristics of the Job
- 2.4.3. Template Planning

**2.5. Qualitative Methods: Grading**

- 2.5.1. Previous Classification Required: Key Points
- 2.5.2. Ranking Method
- 2.5.3. Job Evaluation

**2.6. Quantitative methods I: Factor Comparison**

- 2.6.1. Factored Points Method: Key Points
- 2.6.2. Keyword Selection
- 2.6.3. Selection and Definition of Remuneration Factors

**2.7. Quantitative methods II: Scoring Factors**

- 2.7.1. Assessment Factors
- 2.7.2. Responsibility
- 2.7.3. Effort Groups

**2.8. Application of Job Evaluation in Human Resources Management**

- 2.8.1. Training Plan to be Implemented within the Company
- 2.8.2. Employee Development
- 2.8.3. Internal Communication in the Company

**2.9. Application of Job Evaluation in the Remuneration Policy**

- 2.9.1. Objectives of Job Evaluation
- 2.9.2. Requirements Covered by Job Evaluation
- 2.9.3. Job Evaluation Procedures

**2.10. Changes in the PR Environment Manager**

- 2.10.1. Economic Changes
- 2.10.2. Social Changes
- 2.10.3. Organizational Changes

**Module 3. Remuneration and its Regulatory Framework**

<p><b>3.1. Salary</b></p> <p>3.1.1. Salaries</p> <p>3.1.2. Composition of Salary: Base salary and Salary Supplements</p> <p>3.1.3. Working Time: Breaks that can be Counted as Working Time</p>	<p><b>3.2. Working Time: Breaks that can be Counted as Working Time</b></p> <p>3.2.1. Weekly Rest</p> <p>3.2.2. Time, Place and Method of Wage Payment</p> <p>3.2.3. Vacations</p>	<p><b>3.3. Non-Salary or Extra-Salary Payments</b></p> <p>3.3.1. Non-Salary Benefits</p> <p>3.3.2. Loans</p> <p>3.3.3. Indemnifications</p>	<p><b>3.4. Structure of Salary I: Base salary and Salary Supplements</b></p> <p>3.4.1. Base Salary</p> <p>3.4.2. Basic Salary Supplements to be Included in the Employee's Payment</p> <p>3.4.3. Personal Circumstances of the Employee to be Taken into Account for the Payment of the Base Salary and Wage Supplements</p>
<p><b>3.5. Salary Structure II: Extraordinary Bonuses</b></p> <p>3.5.1. Extraordinary Bonuses</p> <p>3.5.2. Extraordinary Payments: How, When and Why are they Paid Calculation and Accrual</p> <p>3.5.3. Specific Jurisprudence to be taken into Account</p>	<p><b>3.6. Workers' salary rights in the area of wages</b></p> <p>3.6.1. Salary Payment</p> <p>3.6.2. Liquidation</p> <p>3.6.3. Interprofessional Minimum Salary</p>	<p><b>3.7. Guiding Principles for Salaries</b></p> <p>3.7.1. Equal Pay and Non-Discrimination. Wage Gap</p> <p>3.7.2. Salary Absorption and Compensation</p> <p>3.7.3. Employers Allow the Most Beneficial Working Conditions</p>	<p><b>3.8. Wage Adjustment: Individual and Collective</b></p> <p>3.8.1. Substantial Modification of Individual Working Conditions</p> <p>3.8.2. Substantial Modification of Collective Working Conditions</p> <p>3.8.3. Possibilities of Reducing the Remuneration System</p>
<p><b>3.9. Deductions I: Social Security Contributions</b></p> <p>3.9.1. Mandatory Contributions Key Points</p> <p>3.9.2. General Social Security Regime for Employees and Assimilated Workers</p> <p>3.9.3. Special Social Security Regimes Established for Certain Activities</p>	<p><b>3.10. Deductions II: Income , Taxes to Take into Account</b></p> <p>3.10.1. Key to Take into Account in relation to Income Tax</p> <p>3.10.2. Salary Structure and Retention Rate</p> <p>3.10.3. Income Tax Management</p>		



*The teaching materials of this program, elaborated by these specialists, have contents that are completely applicable to your professional experiences”*





# 06

# Methodology

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

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





“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“

*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world”*



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



## A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

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

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

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

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

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



### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.







### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

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



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



07

# Our Students' Profiles

Since the knowledge presented in this program is mostly of an economic and administrative nature, students interested in this program come mainly from the area of Human Resources and business management. This makes the training a unique opportunity for professional *Networking* with potential customers, suppliers, or business partners.





“

*You will be surrounded by people with similar affinities and interests, sharing an even more enriching educational experience"*

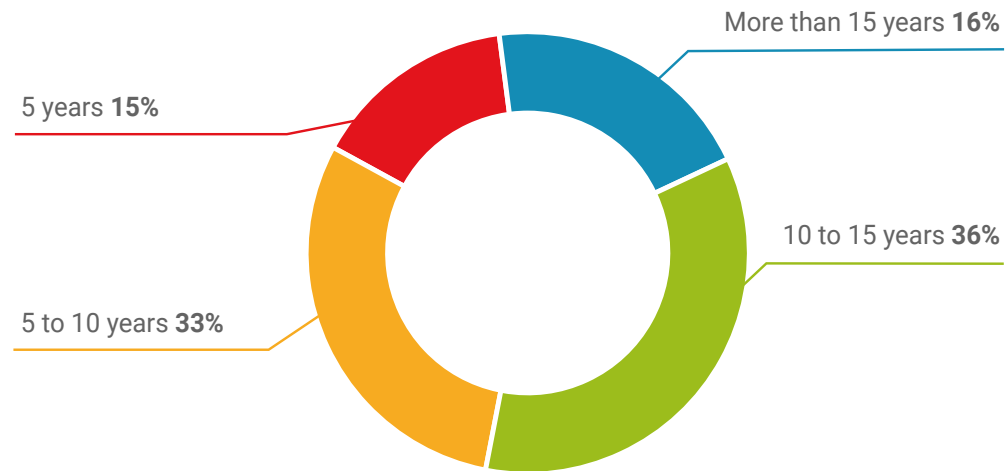
### Average Age

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

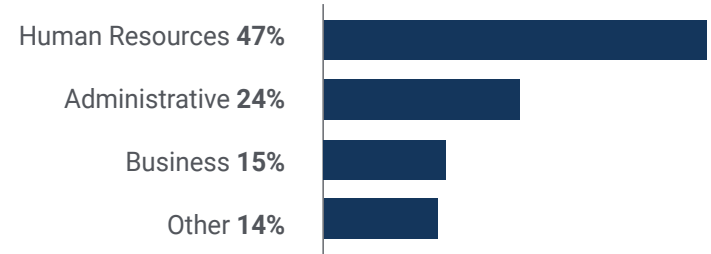
### Years of Experience

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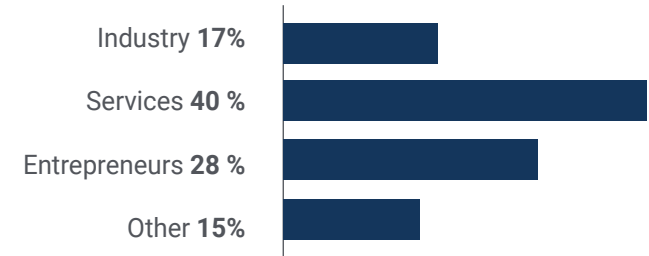
### Training

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### Educational Profile

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## Geographical Distribution

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## Marina García González

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Economic HR Manager

*I noticed that to really move up in my career I needed a plus in quality. Luckily I was able to find it in this TECH Postgraduate Diploma, which gave me both the knowledge and key tips needed to use payback to my advantage and gain the trust of my superiors to take on more important tasks and responsibilities"*

08

# Course Management

Given that experience is one of the best guarantees of the quality of an academic program, TECH has brought together in this Postgraduate Diploma a teaching team that already knows HR management first hand. Therefore, professionals will receive an education that combines the theory of Compensation as the most useful Strategic Tool with the unique and practical vision of professionals versed in the field.



“

*You will have the direct and personalized support of the teaching team, and you will be able to consult your doubts directly with them"*

## 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

TECH's unique approach to its educational programs allows not only professional enhancement, but also the necessary boost in the most sought-after cross-cutting competencies in the fields of leadership and management. This means a substantial increase in the possibilities of reaching a position or position of greater relevance in the shortest possible time, backed by teaching experience and the best educational technology.





“

*Give your professional career the quality boost it needs by adding this Postgraduate Diploma to your CV”*

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

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

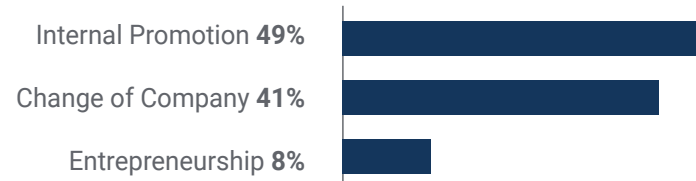
*Your persistence and hard work, coupled with TECH's commitment to improvement, are the best formula for success in Human Resources.*

*You'll be managing the most prestigious HR departments much sooner than you think.*

#### 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

This program is not only a benefit for the professional who attends it, but also for the companies themselves, since they will be incorporating into their ranks managers and people with high management and proactive skills. Knowing how to use compensation and its benefits to the organization's advantage reduces the underlying costs, as well as increasing employee satisfaction.



“

*Demonstrate your commitment to continuous improvement by giving a quality twist to your knowledge and skills in the field of Remuneration as Strategic Tool"*

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.

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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 Diploma 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 Technological University.



“

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

This **Postgraduate Diploma in Remuneration as Strategic Tool** contains the most complete and up-to-date scientific on the market.

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Official N° of Hours: **450 h.**



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- » Duration: 6 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
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# Postgraduate Diploma Remuneration as Strategic Tool

