

# Executive Master's Degree Compensation and Benefits

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## Executive Master's Degree Compensation and Benefits

- » Modality: online
- » Duration: 12 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/us/school-of-business/executive-master-degree/master-compensation-benefits](http://www.techtute.com/us/school-of-business/executive-master-degree/master-compensation-benefits)

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# 01 Welcome

One of the highest costs that any business has to face is the salary of its workers. That's why the best HR managers have a good plan of action in place to effectively address employee compensation and benefits. Today, the manager must understand the economic reward as part of a much broader corporate culture, where the emotional, cultural and social aspects of the staff are considered. This TECH program propels the professional career of its students towards a distinctive and unique leadership in Human Resources, with which to become the benchmark managers in HR. Resources



**Executive Master's Degree in Compensation and Benefits.**  
**TECH Technological University**





“

*Be the manager of the future,  
understanding Compensation and  
Benefits within a cutting-edge and  
innovative business ecosystem”*

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

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

Teachers representing 20 different nationalities.



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



03

# Why Our Program?

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

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



“

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

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

**01**

### A Strong Boost to Your Career

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

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

**02**

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

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

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

**03**

### Consolidate the student's senior management skills

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

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

**04**

### You will take on new responsibilities

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

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

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

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

06

### Thoroughly develop business projects

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

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

07

### Improve *soft skills* and management skills

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

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

08

### You will be part of an exclusive community

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

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

# 04 Objectives

The field of Human Resources has endless possibilities for professional growth, being an ideal specialty for people with ambitions to lead recruitment departments, manage corporate talent management or even manage the internal communication of the organization. Therefore, the objective of this Executive Master's Degree program is to provide its students with a unique vision in Compensation and Benefits in the market, with which they can quickly stand out above their competitors and reach the management position they desire.





“

*Bring a unique approach to your organization's salary structure and become the Chief Human Resources Officer they are looking for"*

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

The **Executive Master's Degree in Compensation and Benefits** qualifies students to:

01

Design, implement and manage the overall remuneration system of the organization

02

Assign value to jobs as a basis for salary assignment

03

Design the salary structure of a company

04

Prepare remuneration budgets

05

Draw up the organization's equity map



06

Design and implement variable compensation systems

08

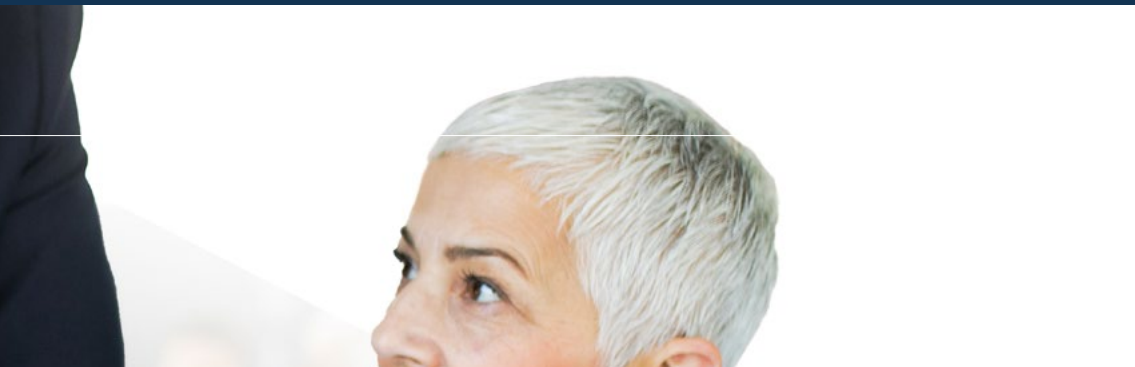
Identify non-wage factors that strengthen employee engagement and emotional connection

09

Manage remuneration in international mobility cases

07

Explore tax optimization systems and the personal remuneration packages: remuneration in kind and flexible remuneration



# 05 Skills

Have a happy and satisfied workforce is essential for business success, so this program provides future Human Resources managers with the most indispensable competencies in this area. By being able to develop strategies that take into account the demands of workers' welfare, salaries and breaks, graduates will see their chances of career advancement multiply greatly.





“

*You will analyze the data and context of your company better than any other manager, being the ideal candidate for any position of responsibility in HR. HR field"*



01

Delve into compensation as a strategic management tool

02

Identify the external and internal conditions for the design and implementation of a compensation system

03

Develop and apply job analysis and job description questionnaires

04

Identify the relationship between job evaluation and compensation allocation

05

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



06

Design a salary structure by organizing the company's salaries

08

Identify the social security and tax deductions applicable to salaries



09

Explain the application of the management by objectives system

07

Distinguish the concepts that make up the salary structure

10

Analyze the factors to be considered when designing and implementing a variable remuneration system in an organization

11

Delve into the types and modalities of in-kind compensation

14

Establish which items can be included in flexible remuneration

12

Distinguish what can be considered as remuneration in kind or not



13

Explore alternatives for tax optimization of the remuneration package

15

Design strategies and implement actions to transform the labor contract into a psychological contract

16

Enhance the company's reputation and employer brand to reinforce employee engagement

18

Distinguish between the different expatriate remuneration management systems



19

Explore remuneration system for people with disabilities

17

Manage expatriate remuneration

20

Identify the concepts to be born in mind to prevent discrimination against people with disabilities

06

# Structure and Content

TECH uses the most cutting-edge teaching methodology in the market, based on **Relearning**, so that students assimilate the concepts of Compensation and Benefits in a natural and progressive way. In addition, the online nature of the program makes it accessible 24 hours a day, giving students the freedom to tailor the course load to their own interests and responsibilities.





“

*You will acquire the necessary  
competencies to be a leader in HR.  
HH without leaving your current job"*

## Syllabus

The Executive Master's Degree in Compensation and Benefits contains all the theory necessary to transversally manage a company's personnel, assessing their benefits and the compensation that would correspond to them according to their performance and social stratum.

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 1,500 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 Executive Master's Degree takes place over 12 months and is divided into 10 modules:

<b>Module 1</b>	Remuneration as a Strategic Tool
<b>Module 2</b>	Job Evaluation and Remuneration
<b>Module 3</b>	Salary Structure
<b>Module 4</b>	Remuneration and its Regulatory Framework
<b>Module 5</b>	Variable Remuneration
<b>Module 6</b>	Remuneration in Kind
<b>Module 7</b>	Flexible Remuneration
<b>Module 8</b>	Emotional Remuneration
<b>Module 9</b>	Remuneration of Expatriate Workers
<b>Module 10</b>	Remuneration of People with Disabilities



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

TECH offers the possibility of developing this Executive Master's Degree in Compensation and Benefits completely online Throughout the 12 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. Salary Structure**

**3.1. Designing the Salary Structure**

- 3.1.1. Salary Structure
- 3.1.2. Criteria for Determining the Salary Structure
- 3.1.3. Factors in Determining the Salary Structure

**3.2. Types and Approaches to Salary Structure**

- 3.2.1. Types of Salary Structure and Comparison
- 3.2.2. Approaches to Salary Structure within the Company
- 3.2.3. Salary Range: Key Points

**3.3. Remuneration Policies**

- 3.3.1. Level
- 3.3.2. Band, Width or Opening: Solape
- 3.3.3. Depth of Remuneration
- 3.3.4. Band Position and Situation

**3.4. Remuneration Policies**

- 3.4.1. Cost of Equity
- 3.4.2. Equity Map
- 3.4.3. Gender Wage Analysis
- 3.4.4. Salary Range

**3.5. Internal and External Equity**

- 3.5.1. Internal and External Equity Delimitation
- 3.5.2. Remuneration Studies and their Interpretation
- 3.5.3. Remuneration Bands

**3.6. Maintenance of the Salary Structure in the Long Term**

- 3.6.1. Equal Pay
- 3.6.2. Rotation
- 3.6.3. Absenteeism

**3.7. The Remuneration Budget**

- 3.7.1. Annual Salary Increases: Objectives to be Met
- 3.7.2. Social Security Expenses as a Key Aspect
- 3.7.3. Necessary Supplements to be Considered in Remuneration

**3.8. Wage Protection**

- 3.10.1. Against the Employer
- 3.10.2. Against the Employee's Creditors
- 3.10.3. Against the Employer's Creditors

**Module 4. Remuneration and its Regulatory Framework**
**4.1. Salary**

- 4.1.1. Salaries
- 4.1.2. Composition of Salary: Base salary and Salary Supplements
- 4.1.3. Working Time: Breaks that can be Counted as Working Time

**4.2. Working Time: Breaks that can be Counted as Working Time**

- 4.2.1. Weekly Rest
- 4.2.2. Time, Place and Method of Wage Payment
- 4.2.3. Vacations

**4.3. Non-Salary or Extra-Salary Payments**

- 4.3.1. Non-Salary Benefits
- 4.3.2. Loans
- 4.3.3. Indemnifications

**4.4. Structure of Salary I: Base salary and Salary Supplements**

- 4.4.1. Base Salary
- 4.4.2. Basic Salary Supplements to be Included in the Employee's Payment
- 4.4.3. Personal Circumstances of the Employee to be Taken into Account for the Payment of the Base Salary and Wage Supplements

**4.5. Salary Structure II: Extraordinary Bonuses**

- 4.5.1. Extraordinary Bonuses
- 4.5.2. Extraordinary Payments: How, When and Why are they Paid Calculation and Accrual
- 4.5.3. Specific Jurisprudence to be taken into Account

**4.6. Guiding Principles for Salaries**

- 4.6.1. Equal Pay and Non-Discrimination. Wage Gap
- 4.6.2. Salary Absorption and Compensation
- 4.6.3. Employers Allow the Most Beneficial Working Conditions

**4.7. Wage Adjustment: Individual and Collective**

- 4.7.1. Substantial Modification of Individual Working Conditions
- 4.7.2. Substantial Modification of Collective Working Conditions
- 4.7.3. Possibilities of Reducing the Remuneration System

**4.8. Deductions I: Social Security Contributions**

- 4.8.1. Mandatory Contributions Key Points
- 4.8.2. General Social Security Regime for Employees and Assimilated Workers
- 4.8.3. Special Social Security Regimes Established for Certain Activities

**4.9. Deductions II: Personal Income Tax Taxes to Take into Account**

- 4.9.1. Key to Take into Account in relation to Income Tax
- 4.9.2. Salary Structure and Retention Rate
- 4.9.3. Income Tax Management



**Module 5. Variable Remuneration**

**5.1. Variable Remuneration**

- 5.1.1. Corporate Considerations for Variable Remuneration
- 5.1.2. Advantages of Establishing a Variable Remuneration System within the Company
- 5.1.3. Drawbacks of Establishing a Variable Remuneration System within the Company

**5.2. Design of a Variable Remuneration System in the Company**

- 5.2.1. Improved Employee Performance
- 5.2.2. Increased Revenues for the Company
- 5.2.3. Economic Losses: Possible Consequences

**5.3. Types and Forms of Variable Remuneration I: Equity-Based**

- 5.3.1. Incentives: Current Market Practices
- 5.3.2. Short-Term Performance-Linked Bonuses and Remuneration
- 5.3.3. Premiums and their Corporate Connection

**5.4. Types and Forms of Variable Remuneration II: Non-Equity Based**

- 5.4.1. Barriers in Variable Remuneration Implementation: Main Drawbacks
- 5.4.2. Traditional Non-Equity-Linked Variable Remuneration Models
- 5.4.3. Financing the Variable Remuneration System

**5.5. Management by Objectives**

- 5.5.1. Management by Objectives: Key Criteria and Framework
- 5.5.2. Advantages of Management by Objectives: Business Strategy Alignment
- 5.5.3. Effective Measurement of Business Objectives

**5.6. Distribution Criteria**

- 5.6.1. Reference Criteria
- 5.6.2. Fixing a Reward Ceiling
- 5.6.3. Fixing the Standard Reward

**5.7. Labor Incentives for Improved Productivity**

- 5.7.1. Types of Production Incentive Programs and Appropriate Uses
- 5.7.2. Business Objective and Techniques for Incentives to Motivate the Workforce
- 5.7.3. Noteworthy Positive Incentives

**5.8. Commercial Incentives**

- 5.8.1. Motivating the Sales Team
- 5.8.2. Salary-Only Remuneration Plan
- 5.8.3. Commissions

**5.9. Workload**

- 5.9.1. Measurement and Evaluation of Workload
- 5.9.2. Physical Load Fundamental Aspects
- 5.9.3. Mental Load: Fundamental Aspects

**5.10. Tax Incentives as a Factor in Business Growth**

- 5.10.1. Internal Factors
- 5.10.2. External Factors
- 5.10.3. Tax Incentives for SMEs

**Module 6. Remuneration in Kind****6.1. Remuneration in Kind**

- 6.1.1. Remuneration in Kind as a Key Remuneration Mechanism: Advantages
- 6.1.2. Valuation and Maximums of Remuneration in Kind
- 6.1.3. Tax Benefits of Remuneration in Kind

**6.2. Types and Forms of Remuneration in Kind**

- 6.2.1. Services
- 6.2.2. Goods
- 6.2.3. Cash

**6.3. Social Benefits as an Element of Remuneration**

- 6.3.1. Principle of Fair Remuneration
- 6.3.2. Own Rewards: Transportation, Company Shares, Restaurant Tickets, Medical Insurance, Use of the Apartment, etc.
- 6.3.3. Other Noteworthy Rewards

**6.4. Taxation of Social Benefits**

- 6.4.1. Main Principles for the Taxation of Social Benefits
- 6.4.2. Legal Limits to the Taxation of Social Benefits
- 6.4.3. Stock Options: Special Features

**6.5. Bonus**

- 6.5.1. Forms of Bonus in the Market
- 6.5.2. Bonus Structure: Particularities
- 6.5.3. Prevention Bonus

**6.6. Medical Insurance**

- 6.6.1. Health Insurance Stand Out Aspects
- 6.6.2. Taxation Applicable to Health Insurance
- 6.6.3. Benefits of Including Health Insurance in the Company's Payroll

**6.7. Transportation Assistance**

- 6.7.1. Key Points on Transportation Assistance
- 6.7.2. Taxation Applicable to Transport Assistance
- 6.7.3. Benefits of including Transportation Assistance in Payroll

**6.8. Award of Company Shares**

- 6.8.1. Highlights in the Delivery of Shares to Employees
- 6.8.2. Taxation Applicable to Awarding Shares
- 6.8.3. Benefits of including Awarding Shares in Pay

**6.9. Provision of Property**

- 6.9.1. Company Car (Taxation and Benefits)
- 6.9.2. Company Equipment (Taxation and Benefits)
- 6.9.3. Other Provisions of Property

**Module 7. Flexible Remuneration**

**7.1. Flexible Remuneration**

- 7.1.1. Main Considerations for Flexible Remuneration
- 7.1.2. The Importance of Establishing a Flexible Remuneration System in the Company
- 7.1.3. Benefits for Employees

**7.2. Types and Forms of Flexible Remuneration**

- 7.2.1. Important Social Benefits
- 7.2.2. Advantages of Establishing Flexible Remuneration
- 7.2.3. Disadvantages of Establishing a Flexible Remuneration System

**7.3. Implementation of a Flexible Remuneration System**

- 7.3.1. Corporate Design of a Flexible Remuneration System
- 7.3.2. Implementation Stages: Pros and Cons
- 7.3.3. Communication of the Flexible Remuneration System

**7.4. Contractual Novation**

- 7.4.1. Contractual Novation
- 7.4.2. Requirements for Contractual Novation
- 7.4.3. The Need for Contractual Novation in the Company

**7.5. Payroll Simulation with Flexible Remuneration**

- 7.5.1. Items to be Included in a Payroll with Flexible Remuneration: Comparison
- 7.5.2. Simulated Payroll with Flexible Remuneration: Comparison

**7.6. Main Consequences: Impact on Attracting and Retaining Talent**

- 7.6.1. Attraction of Workers
- 7.6.2. Talent Loyalty
- 7.6.3. Talent Retention

**7.7. Talent Loyalty**

- 7.7.1. Continuing Improvement
- 7.7.2. Professional development
- 7.7.3. Internal Promotion

**7.8. Talent Retention**

- 7.8.1. Talent Retention
- 7.8.2. Talent Retention Strategies
- 7.8.3. Key Considerations for Talent Retention in the Company

**7.9. Strategy for Retaining Talent**

- 7.9.1. Techniques for Attracting, Developing and Retaining Talent in the Company
- 7.9.2. Talent Retention Strategy in the Company
- 7.9.3. Talent Development in the Company

**7.10. Talent Transformation**

- 7.10.1. Ongoing Training
- 7.10.2. Motivation
- 7.10.3. Networking

**Module 8. Emotional Remuneration**
**8.1. The Emotional Contract**

- 8.1.1. The Emotional Contract
- 8.1.2. Main Corporate Interests in the Emotional Contract
- 8.1.3. Form and Expression of the Emotional Contract

**8.2. Remuneration as a Motivational Factor**

- 8.2.1. The Importance of Remuneration as a Positive Motivational Factor
- 8.2.2. Entrepreneurial Spirit: How Can This Factor be Strengthened by the Company

**8.3. Remuneration as a Change Lever**

- 8.3.1. Flexible Hours
- 8.3.2. Telework
- 8.3.3. Legal and Professional Advice

**8.4. Reputation and Employer Branding**

- 8.4.1. Motivation Indicators: Main Characteristics
- 8.4.2. Employer Reputation as an Indicator of Motivation
- 8.4.3. Brand as an Indicator of Motivation
- 8.4.4. Assumption of Motivation

**8.5. Employee Journey and Moments of Truth**

- 8.5.1. The Employee Journey
- 8.5.2. Moments of Truth: Tools of Work
- 8.5.3. Main Factor to Consider: The Worker

**8.6. Types and Forms of Emotional Remuneration**

- 8.6.1. Types and Forms of Emotional Remuneration
- 8.6.2. Staff Turnover
- 8.6.3. Personal Satisfaction

**8.7. Emotional Salary I**

- 8.7.1. Intensive Workday, Summer Months
- 8.7.2. Flexible Hours
- 8.7.3. Career Plans

**8.8. Emotional Salary II**

- 8.8.1. Telework
- 8.8.2. Assessment
- 8.8.3. Empowerment

**8.9. Emotional Salary III**

- 8.9.1. Internal Development within the Company
- 8.9.2. Personnel Policies: Strategies
- 8.9.3. SWOT Matrix (SWOT) of Emotional Wages

**8.10. Emotional Salary IV**

- 8.10.1. Day Care Centers
- 8.10.2. Preparation for Removal
- 8.10.3. The "Christmas Bonus" in Some Countries

**Module 9. Remuneration of Expatriate Workers**

**9.1. Management of Expatriate Workers**

- 9.1.1. The Importance of Expatriate Workers within the Company
- 9.1.2. Expatriate Remuneration Management
- 9.1.3. Most Common Problems and Solutions in Expatriate Management from the RR Department Manager

**9.2. Remuneration of Expatriate Workers**

- 9.2.1. Remuneration Model for Expatriates
- 9.2.2. Payroll: Source/Destination/Split Payroll
- 9.2.3. Payroll Management: Payment Currency, Currency Conversion
- 9.2.4. Balance Sheet
- 9.2.5. Main Remuneration Systems: Tax Equalization and Tax Protection
- 9.2.6. Management of Expatriate Taxation

**9.3. Expatriate Workers' Remuneration Approaches**

- 9.3.1. Contractual Relationship between the Expatriate and the Company
- 9.3.2. Tax Legislation Applicable to Country of Origin/Destination Country
- 9.3.3. Local Legislation
- 9.3.4. Social Security Country of Origin/ Destination Country

**9.4. Types of Expatriation**

- 9.4.1. Short or Long-Term Expatriation: Main Differences and Practical Application
- 9.4.2. International Geographic Mobility: Key Points
- 9.4.3. Practical Aspects of Employee Relocation (Temporary and Permanent)

**9.5. Law Applicable to the Employment Contract**

- 9.5.1. Latin America
- 9.5.2. Europe
- 9.5.3. Rest of the World

**9.6. Jurisdiction**

- 9.6.1. Minimum Rights for Expatriate Workers
- 9.6.2. Relocation to a European Union Member State/Non-European Union Country
- 9.6.3. Conditions Agreed between the Employer and the Worker on the Commute

**9.7. Transfer Procedure**

- 9.7.1. Obligations of the Employer
- 9.7.2. Workers' Rights
- 9.7.3. Salary in Case of Dismissal

**9.8. Benefits for Expatriate Workers**

- 9.8.1. Expatriate Benefits: Reflection on your Payment

**Module 10. Remuneration of People with Disabilities**

**10.1. Disability**

- 10.1.1. Disability Determination
- 10.1.2. Key Aspects of Disability
- 10.1.3. Key Aspects Established by The World Health Organization

**10.2. Job Differences**

- 10.2.1. Job Determination
- 10.2.2. Negative Discrimination: Evolution
- 10.2.3. Positive Discrimination: Evolution

**10.3. Low Labor Market Participation**

- 10.3.1. Labor Market Developments

**10.4. Salaries**

- 10.4.1. Salary Payments
- 10.4.2. Salary Differences

**10.5. Flexible Remuneration**

- 10.5.1. Flexible Remuneration
- 10.5.2. Benefits for Employees
- 10.5.3. Reasons to Implement a Flexible Remuneration Model

**10.6. Variable Remuneration**

- 10.6.1. Variable Remuneration
- 10.6.2. Advantages of Variable Remuneration
- 10.6.3. Drawbacks of Variable Remuneration

**10.7. Remuneration in Kind**

- 10.7.1. Remuneration in Kind
- 10.7.2. Advantages of Remuneration in Kind
- 10.7.3. Legal Texts

**10.8. Taxation**

- 10.8.1. Main Differences in Remuneration Systems
- 10.8.2. Key Points

**10.9. Negative Discrimination:**

- 10.9.1. Key Aspects of Negative Discrimination
- 10.9.2. Negative Discrimination Evolution
- 10.9.3. Main Conclusions on Negative Discrimination



*The educational experience that will change your career path to the most prestigious management positions"*

07

# 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”*

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.

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

## 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.





08

# Our Students' Profiles

Being a multidisciplinary program, students who decide to take this program come from different business backgrounds, the main one being Human Resources. There are also students from the business, administrative and economic fields, which is a great **Networking** opportunity to meet potential customers, suppliers or even business partners.





“

*You will be surrounded by people who share your ambitions, with whom to build a much more prosperous working future"*

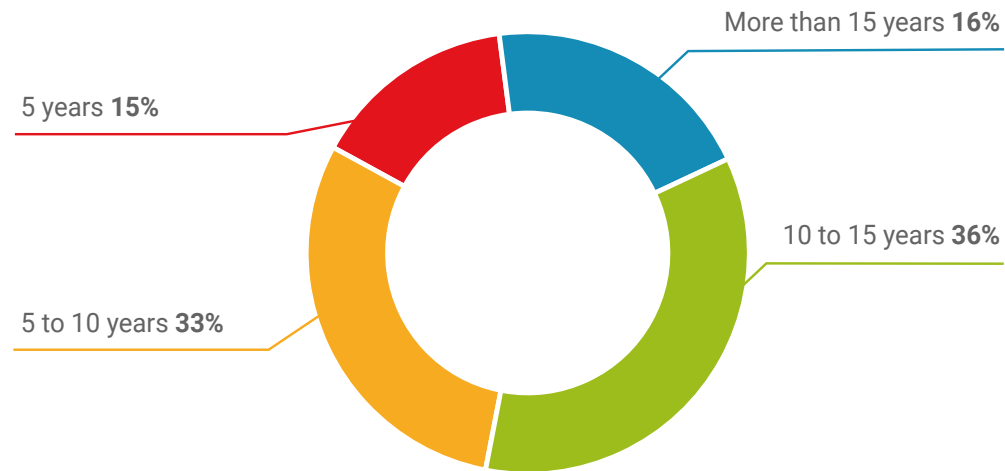
### Average Age

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

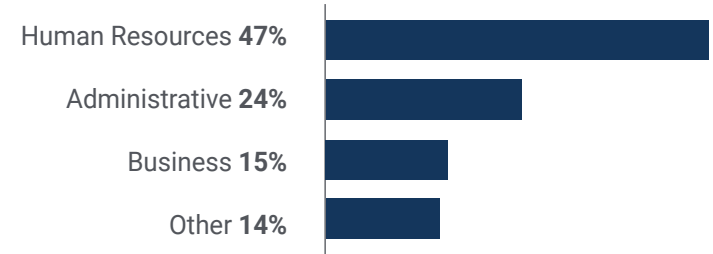
### Years of Experience

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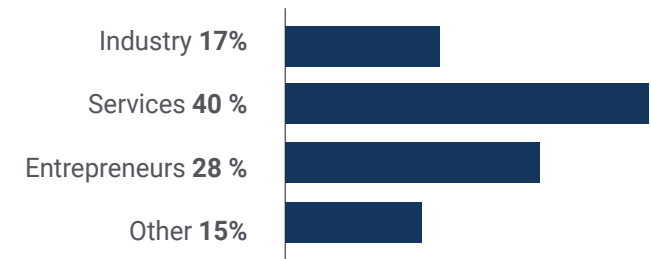
### Training

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### Educational Profile

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## Geographical Distribution

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## Ricardo Gavia Hernández

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Human Resources Director

*I didn't know how to orient my career towards HR management, but this Executive Master's Degree opened the doors to pioneering management of my department, quickly gaining the trust of the company's top managers to lead the HR team"*

09

# Course Management

TECH brings together for this Executive Master's Degree the best teachers in each field of technological projects, to ensure students the best possible teaching in the field. The highly qualified professionals who make up the teaching staff will contribute their professional experience and *know-how* to help students continue to achieve the professional success they have made so far by acquiring the necessary qualifications to access management positions.



“

*You will be among the elite of top technology management thanks to the support offered by the experts TECH has brought together for this Executive Master's Degree”*

## 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

10

# Impact on Your Career

The advanced methodology of TECH's programs allows its students to obtain advanced knowledge in a short period of time, impacting their professional careers sooner. This results in the majority of students in this Executive Master's Degree program reaching PR management. in the first year after completion of the program.





“

*You have within your reach the best chance to give a boost to your entire career. Don't waste any more time and enroll now”*

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

The Executive Master's Degree in Compensation and Benefits 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.

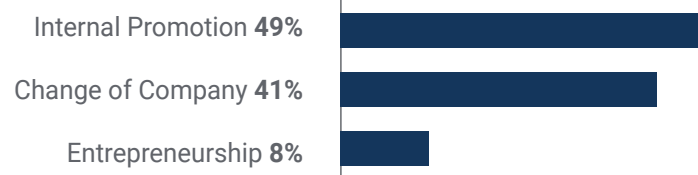
*Your best salary and professional expectations will be exceeded after completing this Executive Master's Degree program from TECH.*

*This is the fastest way to get you to the management position you want, with a unique educational program.*

#### 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





11

# Benefits for Your Company

Students are not the only ones to benefit from the educational experience provided by this Executive Master's Degree program. Companies will also see an increase in the performance of their staff, who will have an effective plan that addresses all their Compensation and Benefits demands. With a satisfied workforce, work efficiency will increase significantly, resulting in better economic results.





“

*The best companies choose only the most qualified HR managers. Prove your worth with this Executive Master's Degree in Compensation and Benefits"*

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.

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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.

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06

### **Increased competitiveness**

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

# 12 Certificate

The Executive Master's Degree in Compensation and Benefits guarantees students, in addition to the most rigorous and up-to-date education, access to a Professional Master's Degree diploma issued by TECH Technological University.



“

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

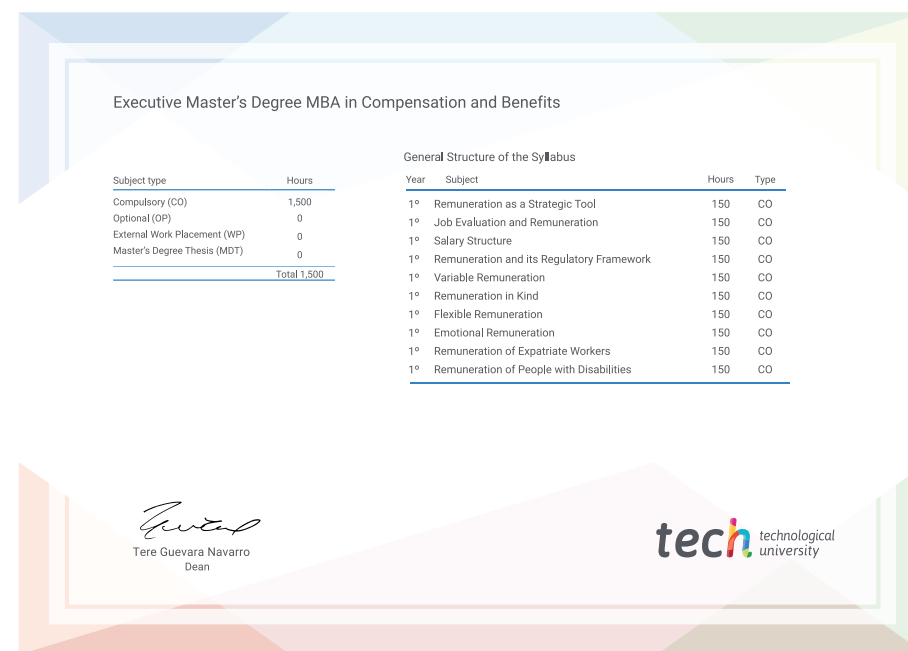
This **Executive Master's Degree in Compensation and Benefits** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Professional Master's Degree** issued by **TECH Technological University** via tracked delivery\*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Executive Master's Degree, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Executive Master's Degree in Compensation and Benefits**

Official N° of Hours: **1,500 h.**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.





## Executive Master's Degree Compensation and Benefits

- » Modality: online
- » Duration: 12 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

# Executive Master's Degree Compensation and Benefits