

PROGRAM SYLLABUS

# Compensation & Benefits

Online Certification Program

Last update: October 16, 2024

**AIHR** | ACADEMY TO  
INNOVATE HR













# An overview

## of what you can expect from this program

### Drive business impact with Comp & Ben

In the face of a completely disrupted business landscape, changing employee expectations, and growing scrutiny on wage fairness, Compensation and Benefits strategies are under unprecedented pressure. Approaches that worked 3 years ago may leave your organization vulnerable to a variety of risks.

Creating a future-proof Compensation and Benefits program not only requires subject matter expertise, but also more diverse skills such as strategic thinking and analytics. All these and more are covered in this online Compensation & Benefits certification program.

	<b>Type</b>	Online self-paced learning
	<b>Language</b>	English (including subtitles)
	<b>Duration</b>	40 hours
	<b>Access</b>	12 months
	<b>Structure</b>	5 courses + capstone project / 12 modules
	<b>Testing</b>	Quizzes, assignments, capstone project
		Digital certificate upon completion (including LI token)
		Eligible for HRCI, HRPA & SHRM credits
		Reading materials & bonus content
		60-day money back guarantee

# Learn in-demand skills

and take your career to the next level

## Learning objectives



### **Total Rewards Strategy**

Understand how to shape a Total Rewards Strategy, get stakeholders on board, and define your org's rewards philosophy.



### **Pay Gap Analysis**

Interpret data to identify pay gaps, determine which drivers you can control, and draft an action plan.



### **C&B Analytics & ROI**

Learn how to leverage benchmarking, understand data sources and build a stronger C&B strategy based on your analyses.



### **Pay Structure & Sales Compensation**

Keep your C&B strategy competitive and dive into job grading and international mobility, as well as pay types and sales compensation.

## The perfect fit for

This course is for ambitious HR professionals who understand the strategic importance of Compensation & Benefits in today's dynamic business environment. With a focus on practical and data-driven skills, you will be able to credibly participate in the C&B conversation, manage projects and initiatives, and drive business impact with a powerful Comp & Ben strategy.

# Curriculum structure

Practical. Comprehensive. Game changing.

• 4 MODULES

**Total Rewards**

• 3 MODULES

**Pay Principles**

• 1 MODULE

**Sales Compensation**

• 2 MODULES

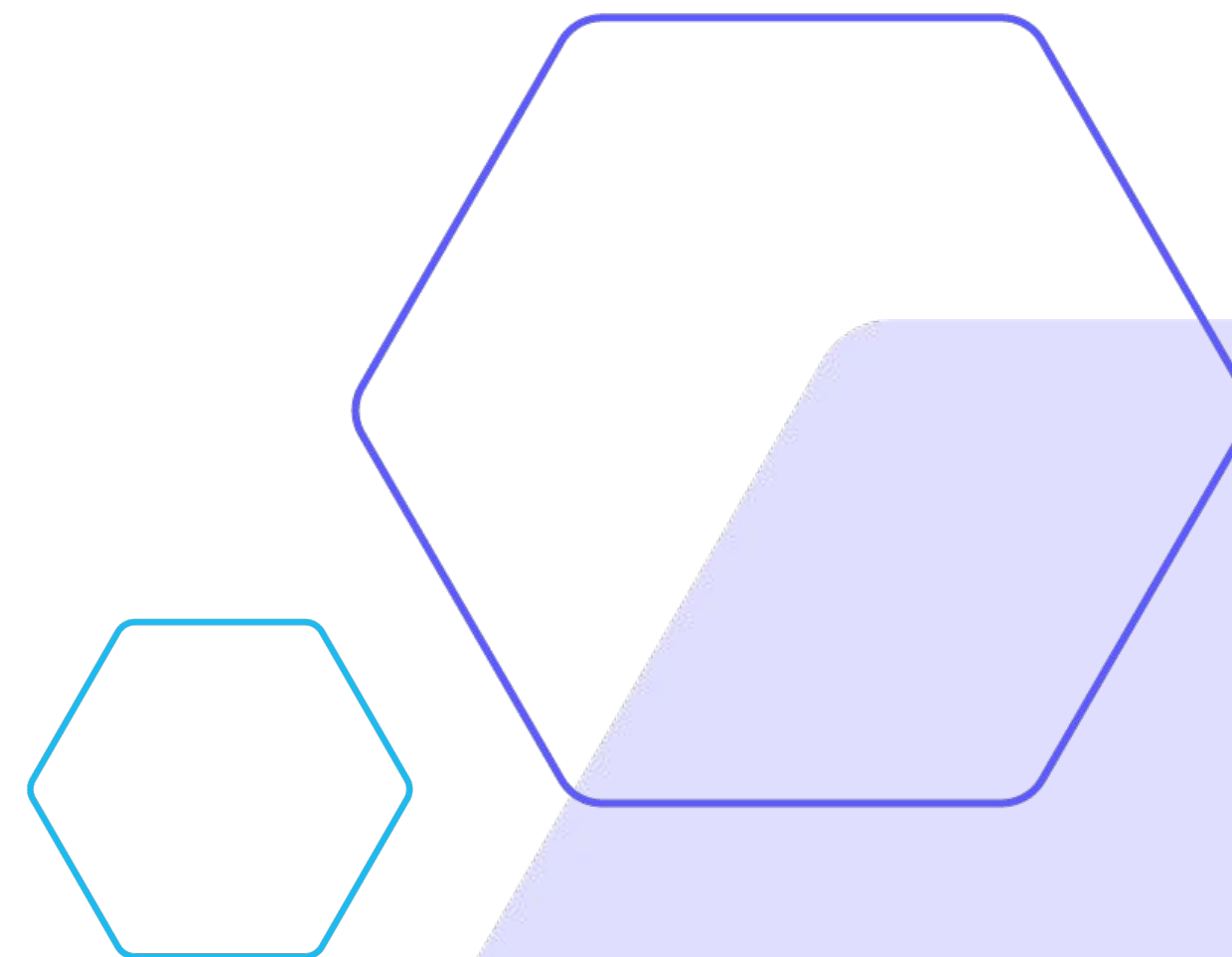
**Compensation & Benefits Analytics**

• 2 MODULES

**Pay Gap Analysis**

• 1 MODULE

**Capstone Project**



# A detailed look

## at the curriculum and modules

4 MODULES

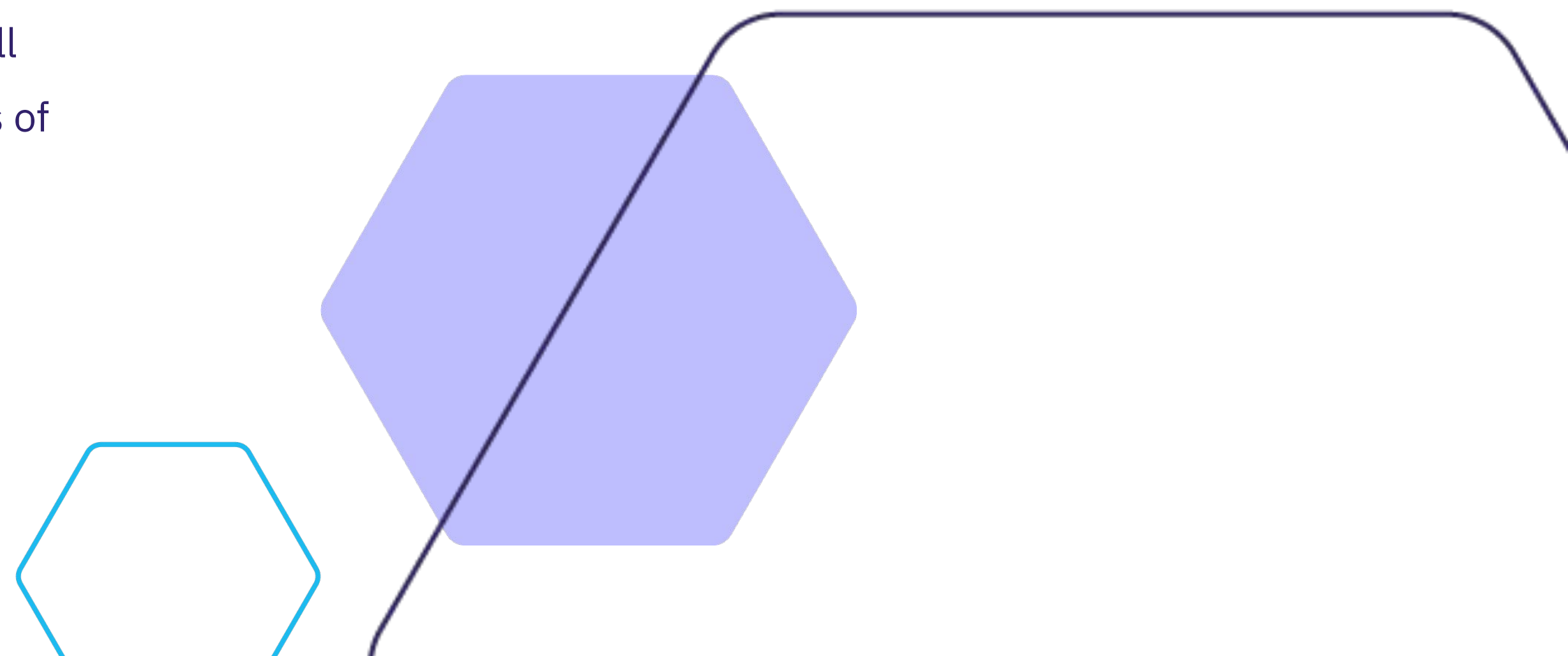
### Total Rewards

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This course will help you understand the full cycle of Comp & Ben strategy. You will learn to develop a Total Rewards Strategy that includes a direct compensation structure, a benefits plan, and wellbeing and recognition programs. You'll also learn to evaluate your rewards strategy, based on a PESTEL analysis of external factors and taking into account internal influences, such as key stakeholders, company culture and HR challenges.

And since nothing can get done in a vacuum, the final module will teach you how to gain executive buy-in and evaluate the success of your program through both objective and subjective measures.

- **Strategy and Rewards**
- **Evaluating Your Total Reward Strategy**
- **C&B Strategy Design**
- **Total Rewards in Context: Communication & Success Factors**





3 MODULES

## Pay Principles

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In the second course, you will study both job evaluation and grading to better understand the role this plays in C&B. You will also study various aspects of pay, including variable pay and the pay for cross-border workers. Finally, you will take a look at how these topics integrate with HR processes, including budgeting for salary costs.

- **Job Evaluation**
- **Pay**
- **HR Process Integration**

1 MODULE

## Sales Compensation

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Sales compensation is different from general compensation. After this course, you will understand why, and in detail. You will take a closer look at how sales compensation impacts the overall business, how to set up governance for it, defining the pay structure, designing payout tables, and the sales compensation testing process.

- **Sales Compensation**

2 MODULES

## Compensation and Benefits Analytics

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PwC Netherlands experts explain how you can use data to optimize your Comp & Ben strategy. First, you will learn how to gather and analyze the data you need to answer business questions. Then you will learn how to optimize your total rewards offering with analytics, explore how you can use benchmarking to gain competitive advantage, and use analytics to connect base pay to engagement and retention.

- **C&B Metrics and Data Types**
- **Data-Driven Approaches to Base Pay and Total Rewards**

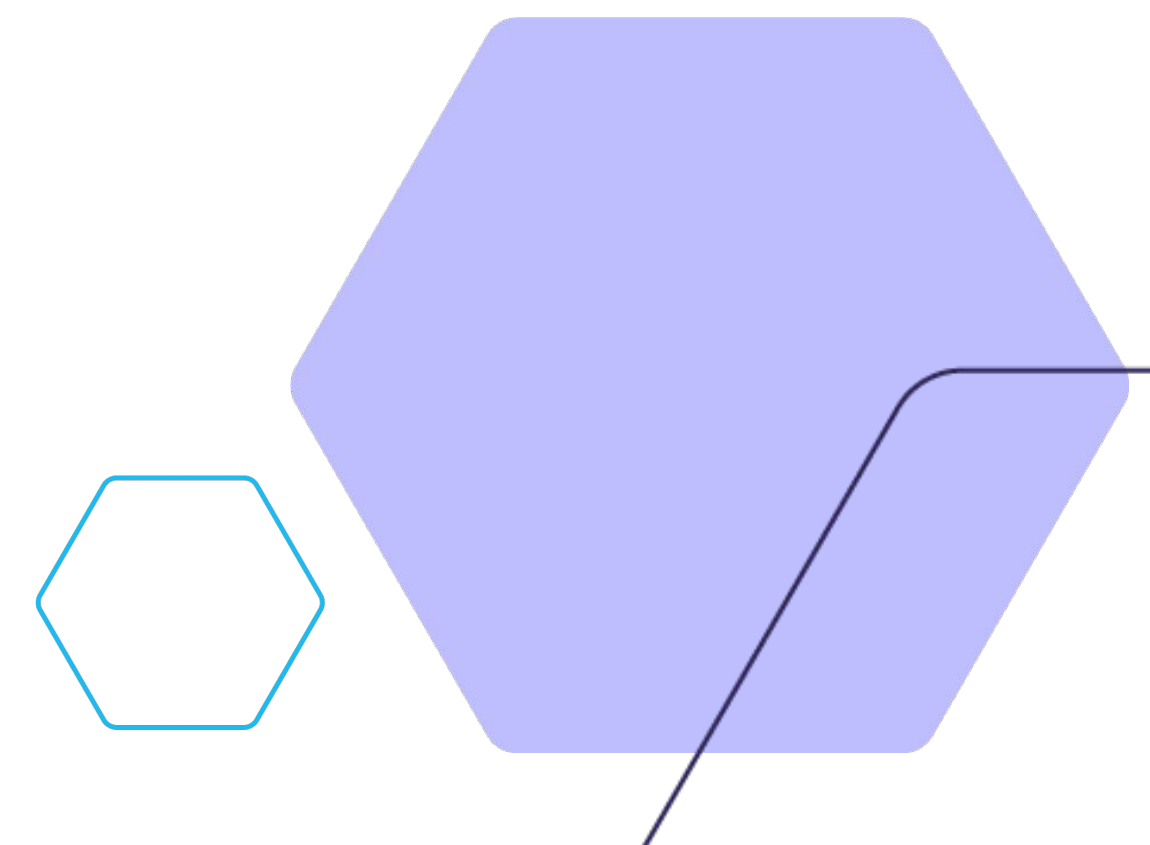
2 MODULES

## Pay Gap Analysis

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No one wants to pay their employees unfairly, and taking a data-driven approach can help you safeguard pay equity. In the final course of this certificate program, you will study pay gap theory. You will learn how to interpret pay gap statistics, identify the key drivers of reward, and measure pay inequality. After the course, you will be able to turn your results into an action plan, bringing you that much closer to pay equity.

- **Interpreting Pay Gap Data**
- **Where Do You Focus?**



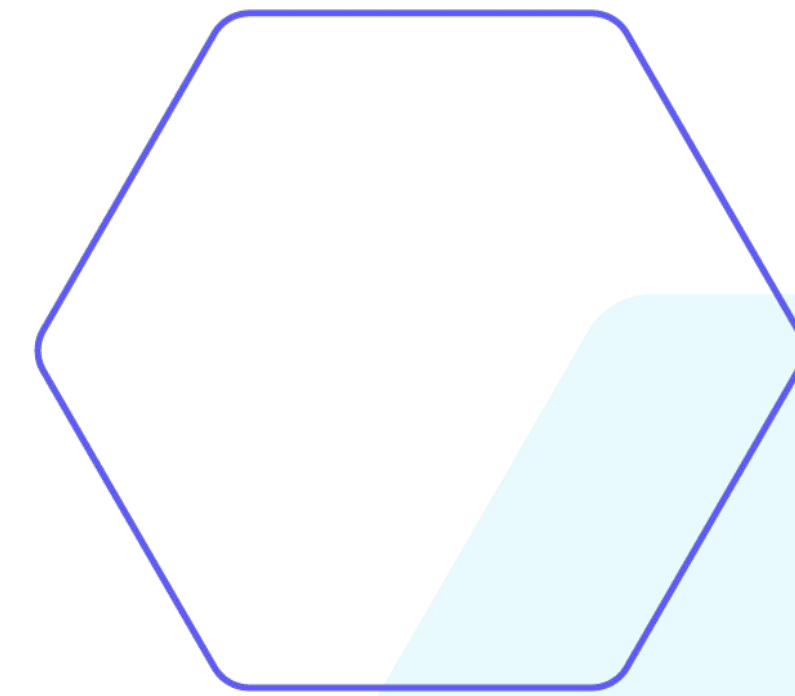


1 MODULE

## Capstone Project

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The capstone project will help you put your newly acquired knowledge and skills into practice. The project covers a wide range of topics included in the certificate program, so that can confidently apply your new Compensation & Benefits expertise in your organization.





# Proven online learning for Human Resources Professionals



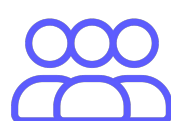
## Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



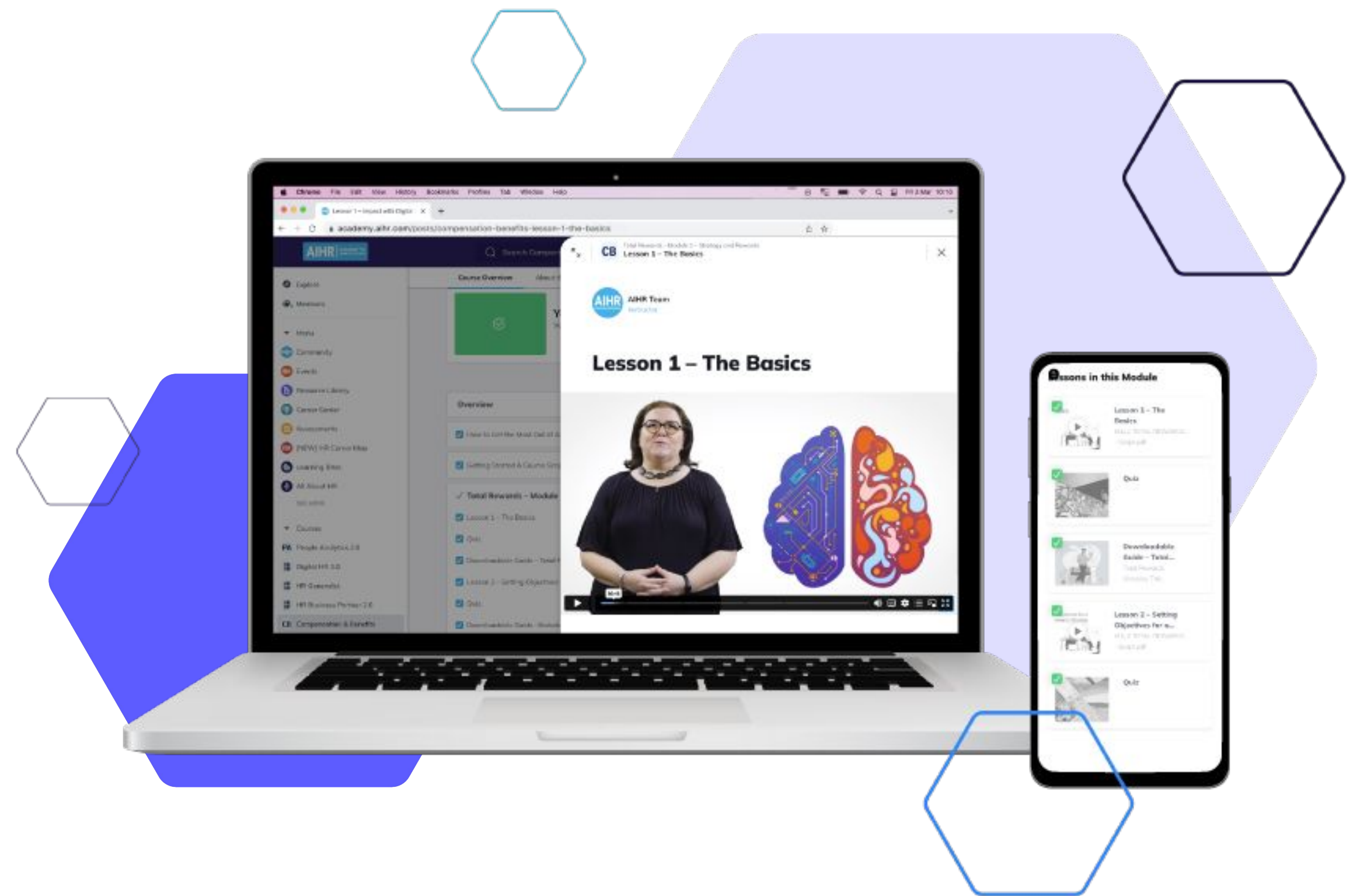
## Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



## Practitioner community & coach

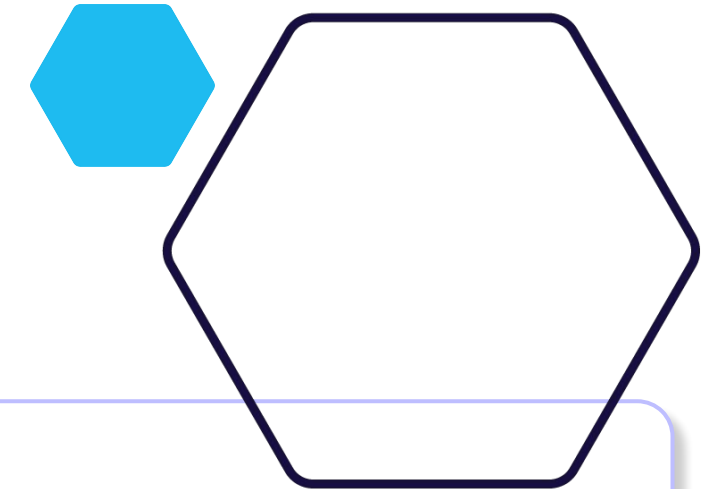
Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

# Get a sneak peek

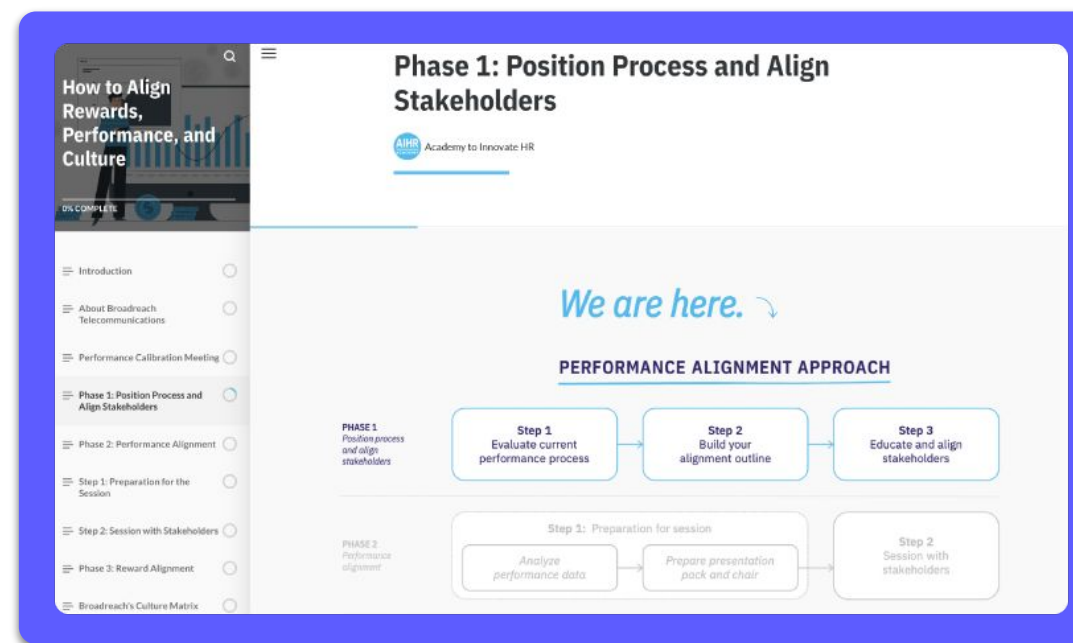
of lessons and course materials



## Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

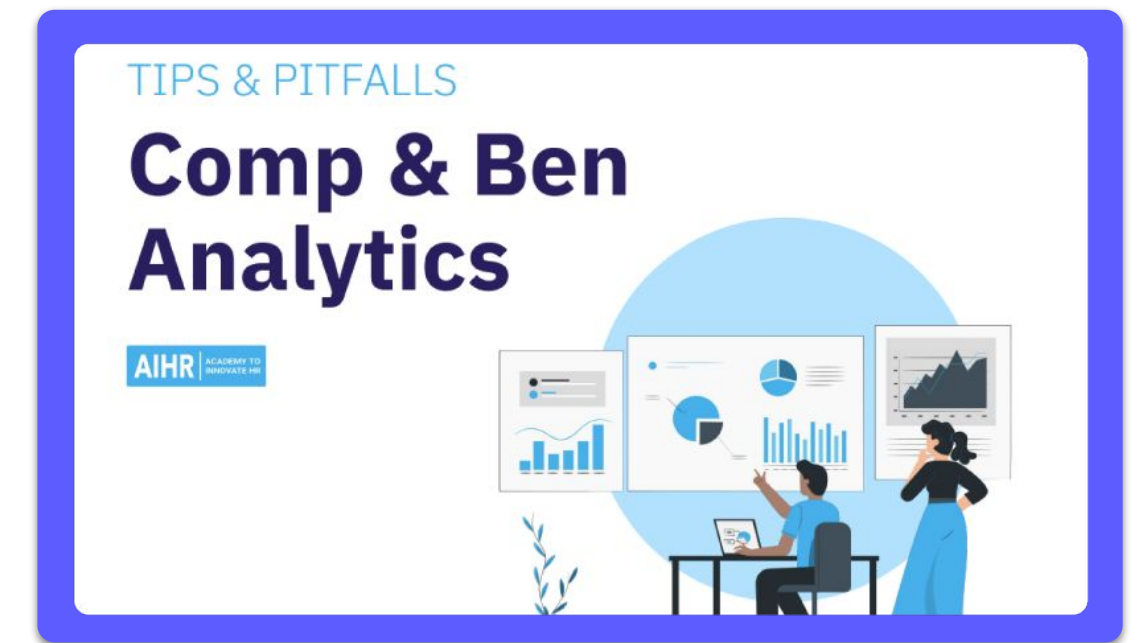
[Watch preview lessons](#)



## Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

[Do the case study](#)



## Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

[Tour the library](#)

# Grow your skill set

## Enroll today

- Go to [www.AIHR.com](http://www.AIHR.com)
- Select your program and click the Enroll button
- Fill out your (company) billing address and payment details
- Create your student account
- Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

