

Total Rewards and Human Capital Analytics (ACHRM)

Course code: HRT-015



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— Workshop Overview

This course combines two of eight modules of the Advanced Certificate in Human Resource Management which are Total Rewards and Human Capital Analytics. Total Rewards encompasses direct and indirect remuneration approaches that employers use to attract, recognize, and retain workers. HR demonstrates value by designing and administering systems and programs (e.g., base pay, benefits, incentive pay, leave, perquisites, retirement) that support recruitment and retention efforts. This module outlines a comprehensive, step-by-step approach to designing, implementing, administering, and maintaining a compensation system. Human Capital Analytics (sometime called Predictive Analytics) is fast becoming the means by which HR earns its seat at the decision-making table. Evidence-based HR starts with a clear and objective understanding of the relationship between data, information and knowledge followed by identifying, prioritizing and communicating the information which is most impactful in organizational decision making. This module explores how to gather and analyze pertinent HR metrics which have organization-wide implications including how to properly communicate those findings to drive better decision making.

Why Attend

Modules within the Advanced Certificate in Human Resource Management (ACHRM) are uniquely designed; no prerequisites are required, and the learner can enter the program at any time. Plus, the complete Certificate program involves a wide variety of learning experiences including group discussions, individual and group activities,

Who Should Attend

This course is designed specifically for HR generalists and HR specialists in the fields of compensation and benefits and human capital analytics

— Learning Objectives

- Total Rewards Module Content Lesson 1 - Introduction to Compensation Total Rewards Direct versus Indirect Trends in Compensation Approach
Lesson 2 - Legal Concepts that Impact Compensation Employment Laws Laws versus Policies Standards (legal) versus Best Practices
Lesson 3 - Designing a New Compensation Structure Tying Compensation to Business Needs and Organizational Culture Compensation as a Part of Total Rewards Broadbanding
Lesson 4 - Implementing, Administering, and Maintaining a Compensation System Issues with Pay Adjustments or Pay Administration Decisions Compliance Pay Increases Pay Variations Measuring Effectiveness – Evaluating the Compensation System
Lesson 5 - Compensation Communication Communicating Your Initial Plan Communicating and Announcing Changes
Lesson 6 - Incentive Pay Types of Incentive Pay Plans Monitoring Incentive Pay Plans Commonly Used Metrics Pay Plans for Select Employees
Lesson 7 - Compensation for M&A and International Assignments Mergers and Acquisitions International Compensation Recent Compensation Developments Compensation Resources
Lesson 8 - Benefits and Perquisites (Perks) What are Benefits and Perks? Criteria for Choosing Benefits

and Perquisites Variations in Benefits Benefits Needs Assessment Benefits/Perks Gap Analysis Issues and Suggested Actions Types of Benefits Examples of Perquisites

Human Capital Analytics Module Content Lesson 1 - Overview of Human Capital Analytics Lesson 2 - What to Measure (KPIs) and How to Collect Data Measurement and Data Requirements Defining Research Questions Key Performance Indicators

Lesson 3 - Analyzing Data and Interpreting Results Workforce Analytics Highlights Application of HR Analytics Data Visualizing and Modeling

Lesson 4 - Communicating and Presenting Findings Preparing & Presenting Results

Lesson 5 - Human Capital Maturity Analytics Maturity

— Course Outline

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Course Content

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— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.