

PROGRAM SYLLABUS

Compensation & Benefits

Online Certification Program

Last update: April 21, 2023

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.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	27 hours
	Access	12 months
	Structure	5 courses + capstone project / 12 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRP A & 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

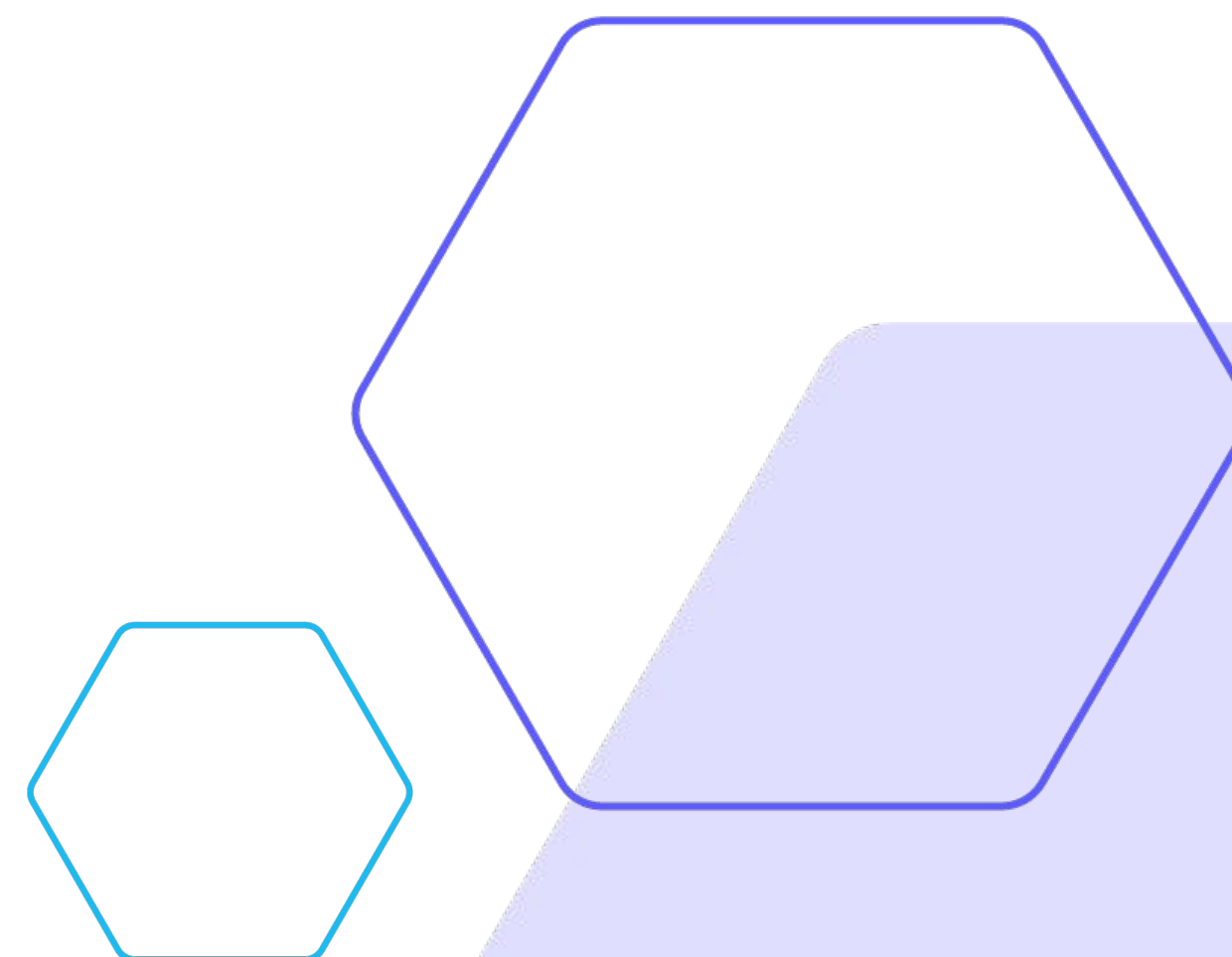
Compensation & Benefits Analytics

• 2 MODULES

Pay Gap Analysis

• 1 MODULE

Capstone Project



A detailed look

at the curriculum and modules

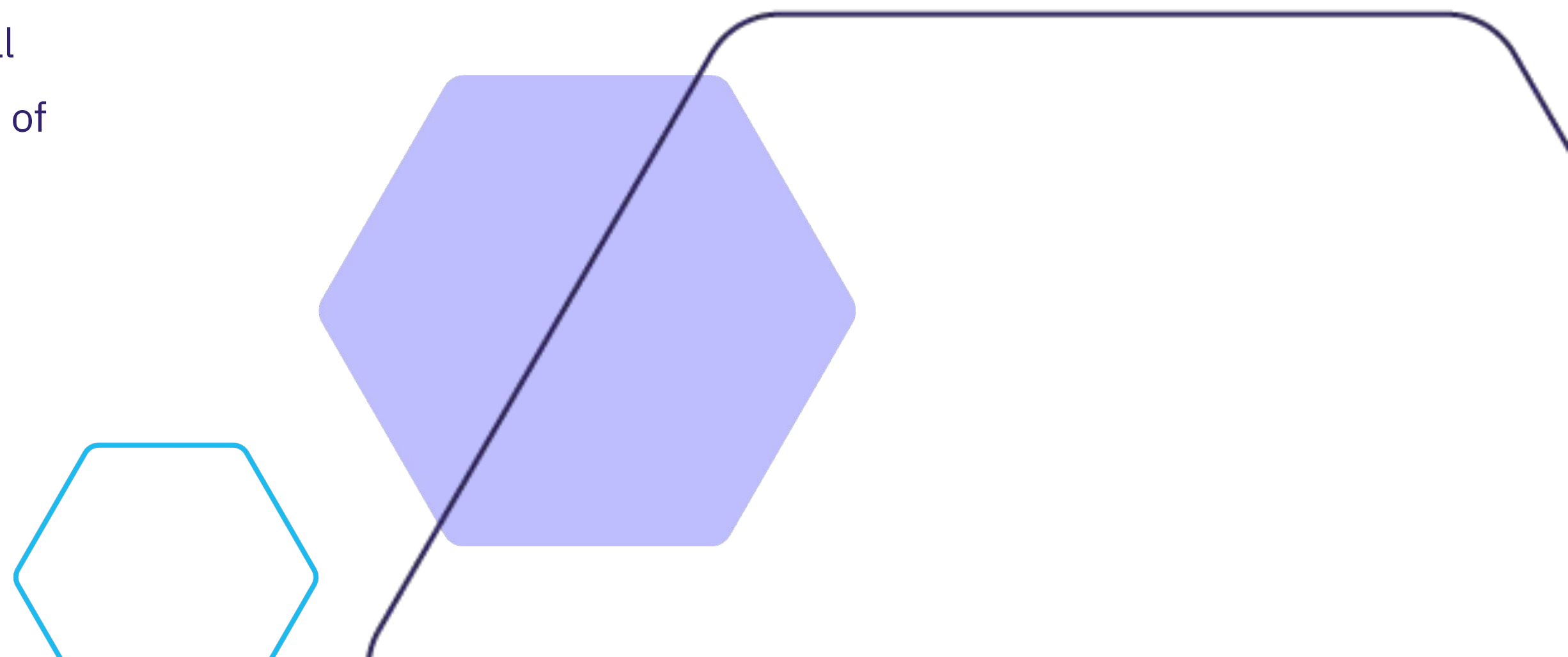
4 MODULES

Total Rewards

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

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

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



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.

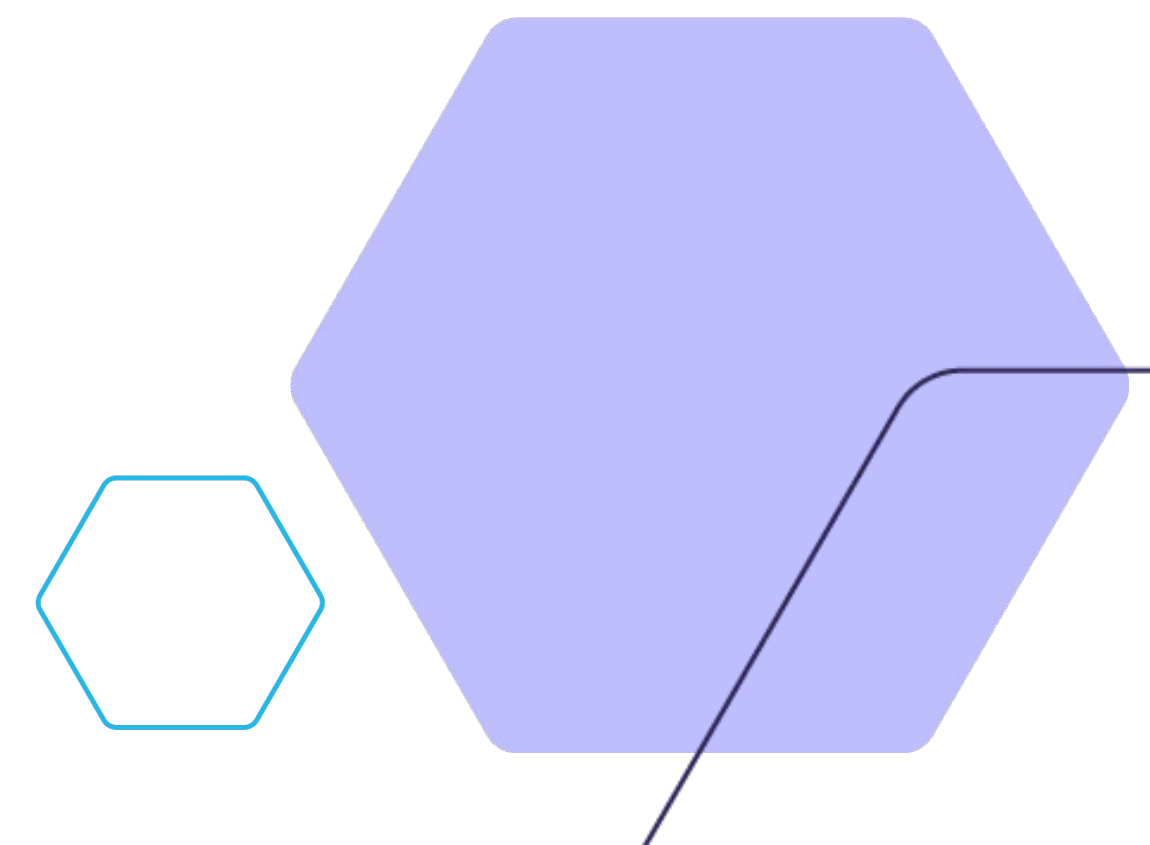
- **C&B Metrics and Data Types**
- **Data-Driven Approaches to Base Pay and Total Rewards**

2 MODULES

Pay Gap Analysis

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.

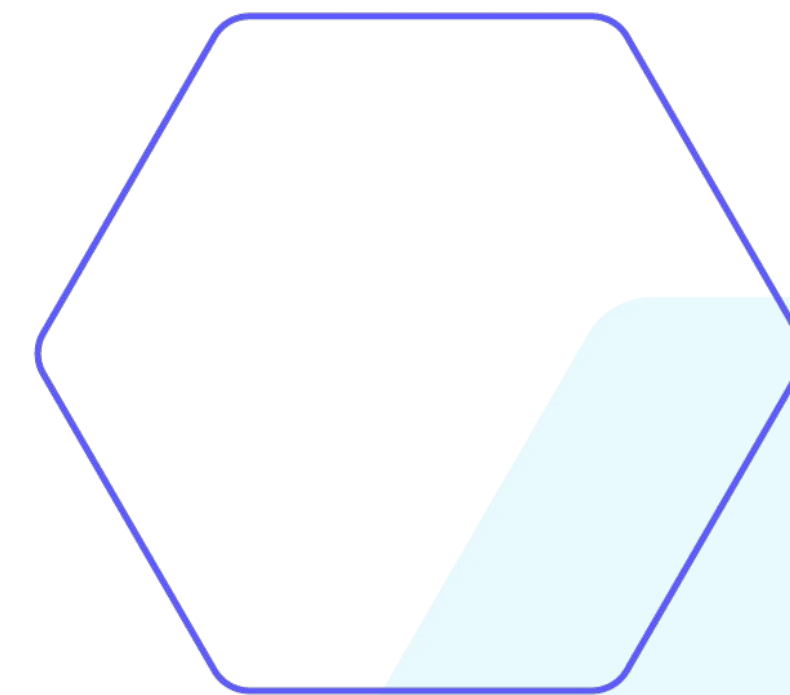
- **Interpreting Pay Gap Data**
- **Where Do You Focus?**



1 MODULE

Capstone Project

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



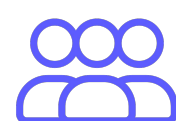
Real-world projects

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



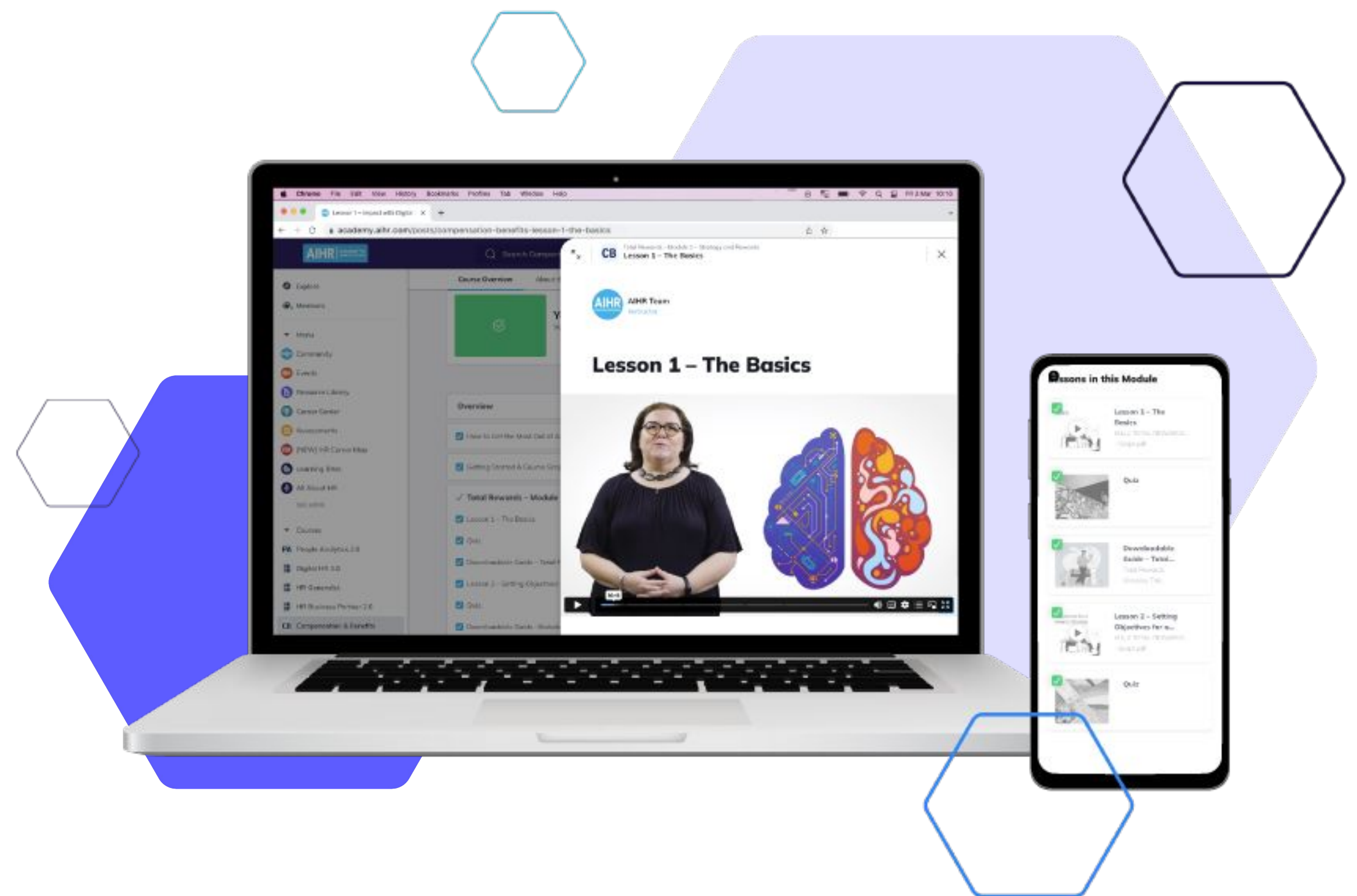
Self-paced online learning

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



Practitioner community & coach

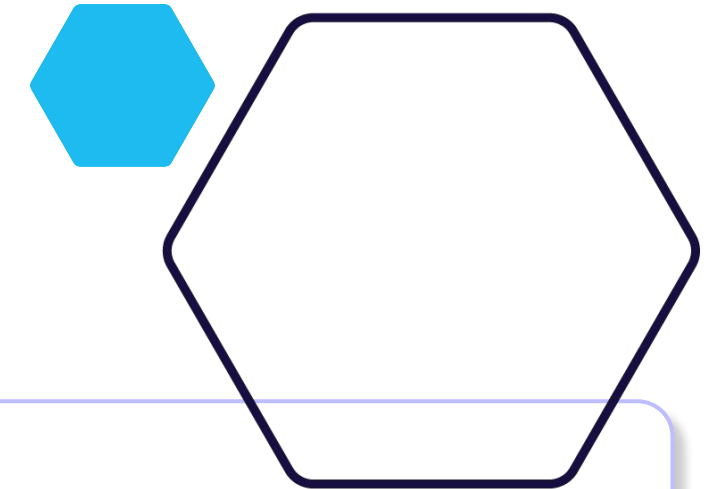
Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



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

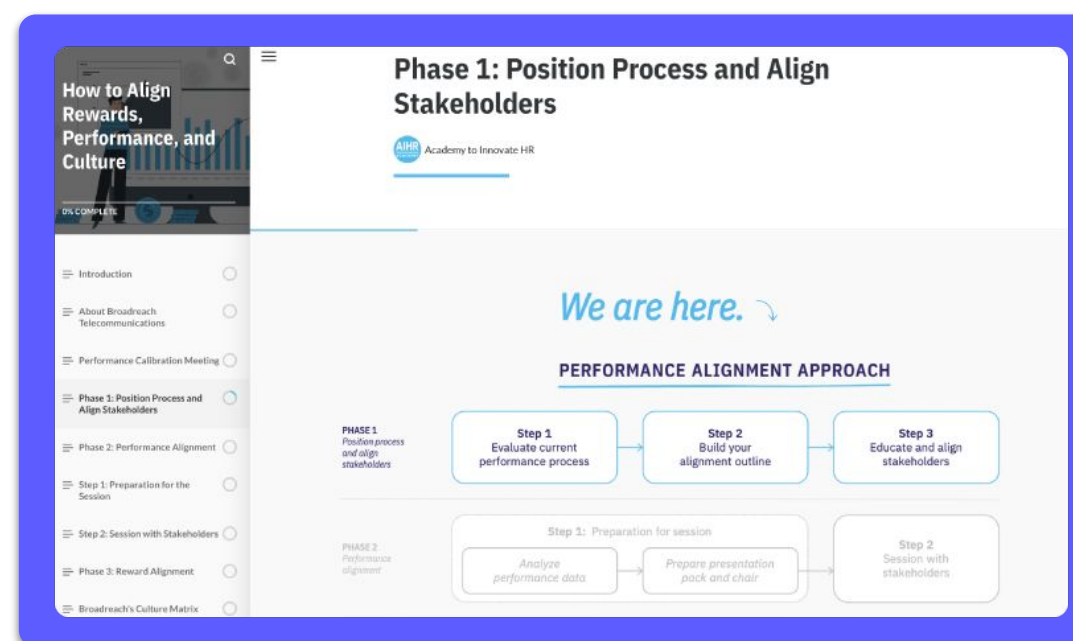
of lessons and course materials



Engaging video lessons

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

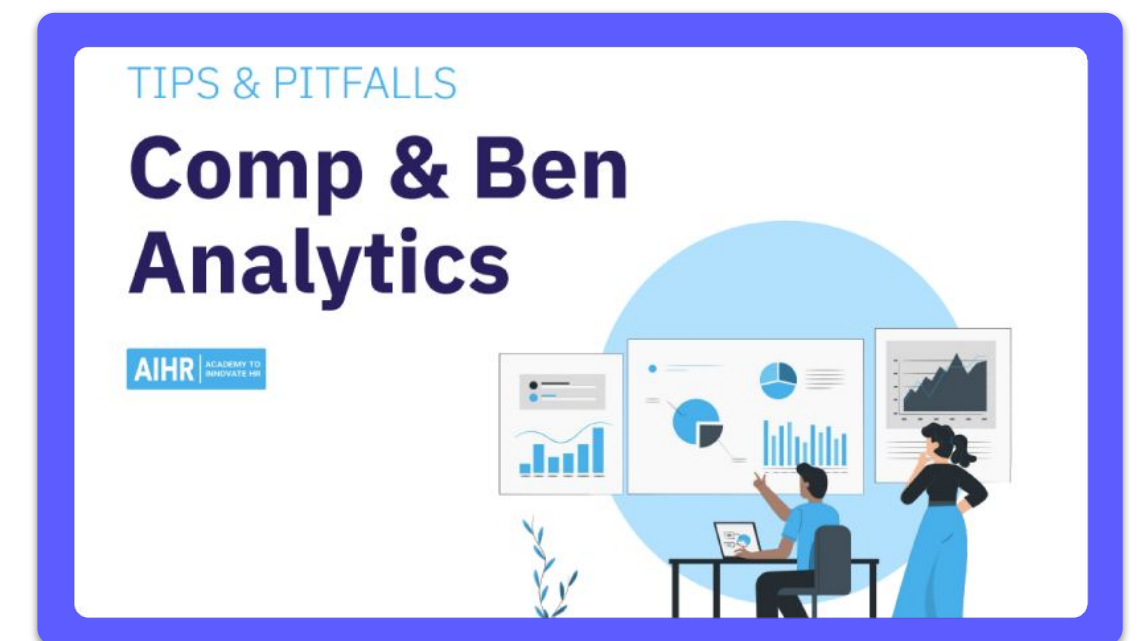
[Watch preview lessons](#)



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.

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