

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-015

Total Rewards and Human Capital Analytics (ACHRM)

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Course content

Why Attend

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.

Course Methodology

• 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, case studies, toolkit development and a post-test reinforcement of learning at the end of each module.

Course Objectives

- Total Rewards Module
- By the end of the module participants will be able to:
- Discuss key issue that affect compensation structures and systems
- Design a compensation structure
- Administer and maintain a compensation system that aligns with an organization's mission and vision
- Effectively communicate details of compensation plans, both initially and when they are changed

Target Audience

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

Course outline

Detailed course outline

Module-by-module outline for Total Rewards and Human Capital Analytics (ACHRM).

Module 1 - Total Rewards Module Content

Module 2 - Lesson 1 - Introduction to Compensation

- Total Rewards
- Direct versus Indirect
- Trends in Compensation Approach

Module 3 - Lesson 2 - Legal Concepts that Impact Compensation

- Employment Laws
- Laws versus Policies
- Standards (legal) versus Best Practices

Module 4 - Lesson 3 - Designing a New Compensation Structure

- Tying Compensation to Business Needs and Organizational Culture
- Compensation as a Part of Total Rewards
- Broadbanding

Course outline

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Module 5 - 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

Seminar dates

Available seminar dates

Live dates and pricing for Total Rewards and Human Capital Analytics (ACHRM) generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	Kuala Lumpur	Classroom	€1,575
20 - 24 July 2026	London	Classroom	€2,940
3 - 7 August 2026	Rome	Classroom	€2,975
7 - 11 September 2026	Munich	Classroom	€2,415
12 - 16 October 2026	Amsterdam	Classroom	€2,975
9 - 13 November 2026	London	Classroom	€2,940
14 - 18 December 2026	Istanbul	Classroom	€1,995

Live online option

Online delivery is available at €1,250.