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HUMAN RESOURCES AND TRAINING | HRT-015

Total Rewards and Human Capital Analytics (ACHRM)

UK
+44 33 000 111 90
info@informatech.co.uk
https://informatech.co.uk
63-66 Hatton Garden Hatton Garden
EC1N 8LE , London

NL
+31 85 74 444 46
info@infomatech.nl
https://infomatech.nl
Waarderweg 50 - 2031PB
Haarlem - Netherlands



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.

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.

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



Course content

Course Objectives

• 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

• Describe incentive pay and types of pay plans for select employees

Human Capital Analytics Module

By the end of the module participants will be able to:

• Methodically and systematically understand the basics of human capital analytics.

• Clarify the difference between metrics, analysis and (human capital) analytics.

• Encourage a shift from activity-based HR measures to organization-wide analytics which provide better insight for predictive decision making.

• Decide and prioritize what to data to measure and why.

• Determine which data gathering methods and sources are most appropriate.

• Develop and determine basic KPIs (Key Performance Indicators).

• Demonstrate basic methods for reading and presenting data to drive organizational decisions.

• Identify tools and technique used to further analyze data and support decision making.

• Interpret and prioritize standards versus measures.

• Diagnose your organization's maturity level / stage in terms of (human capital) analytics.

• Appreciate current trends which are making analytics even more relevant.

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



Course content

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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



Course content

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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



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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



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
14 - 18 December 2026	Istanbul - Turkey	Classroom	**€2,280.-**
18 - 22 January 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
15 - 19 February 2027	London - U.K	Classroom	**€3,360.-**
15 - 19 March 2027	Rome - Italy	Classroom	**€3,400.-**
19 - 23 April 2027	Munich - Germany	Classroom	**€3,400.-**
17 - 21 May 2027	Dubai - UAE	Classroom	**€2,040.-**
21 - 25 June 2027	London - U.K	Classroom	**€3,360.-**
19 - 23 July 2027	Istanbul - Turkey	Classroom	**€2,280.-**
16 - 20 August 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
20 - 24 September 2027	London - U.K	Classroom	**€3,360.-**
18 - 22 October 2027	Rome - Italy	Classroom	**€3,400.-**
15 - 19 November 2027	Munich - Germany	Classroom	**€3,400.-**
20 - 24 December 2027	Madrid - Spain	Classroom	**€3,400.-**
16 - 20 November 2026	Barcelona - Spain	Classroom	**€3,080.-**
21 - 25 December 2026	Dubai - UAE	Classroom	**€3,400.-**
18 - 22 January 2027	Cape Town - South Africa	Classroom	**€3,600.-**
15 - 19 February 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**



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21 - 25 June 2027	Paris - France	Classroom	**€3,600.-**
19 - 23 July 2027	Frankfurt - Germany	Classroom	**€2,600.-**
16 - 20 August 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
20 - 24 September 2027	Rome - Italy	Classroom	**€3,400.-**
18 - 22 October 2027	Vienna - Austria	Classroom	**€3,400.-**
15 - 19 November 2027	Geneva - Switzerland	Classroom	**€4,200.-**
20 - 24 December 2027	Madrid - Spain	Classroom	**€3,400.-**

Live online option	Online delivery is available at €1,850.-.