



GR7

International Remuneration—An Overview of Global Rewards

Total Rewards Within Global Organizations

This course offers an overview of total rewards and their role within global organizations. Topics include the development of effective compensation, benefits and work-life strategies that respond to organizational and environmental complexities, a discussion of expatriate pay assignments, an analysis of the influence of governments on rewards practices and the role of total rewards within the overall global management of human resources.

- Examine why companies globalize and the impact of it.
- Identify internal and external influences that affect the design and delivery of global rewards.
- Discover considerations to examine when developing a global compensation/rewards strategy.
- Identify general benefits in different regions of the world that may serve as a starting point for developing a global benefits strategy.
- Explore work-life effectiveness, recognition, performance management and talent development and their effect on attraction, motivation and retention throughout the world.
- Learn approaches and issues associated with managing international assignments.
- Identify areas to assess and key factors related to successful cross-border mergers and acquisitions.

Who Should Register

This course is recommended for HR generalists and specialists from all functions seeking a broad understanding of total rewards policy and practices around the world. It serves as an overview of global practices in total rewards. It also serves as an introduction to global strategy.

What You Will Learn

Globalization and Total Rewards

- Globalization
- The global business environment
- Total Rewards

Influences on Reward Systems

- Influences on total rewards
- The impact of culture
- Other influences
- Rewards planning
- Global practices

Global Compensation Practices

- Elements of compensation
- Factors to consider in compensation/rewards
- Base pay delivery
- Variable pay delivery
- Executive compensation
- Effective global practices
- Compensation challenges

Global Benefits Practices

- Influences on global benefits
- Global benefits strategy
- Statutory and nonstatutory benefits
- Cost of nonstatutory benefit programs
- Elements of benefits
- Social security
- Health care benefits
- Funding health and welfare benefits
- Retirement benefits
- Retirement benefit plans
- Other benefits
- Selection of benefits service providers

Work-Life Effectiveness, Recognition, Performance Management and Talent Development

- Total rewards in the global workplace
- Global performance management
- Other rewards
- Impact on total remuneration

Managing International Assignments

- Definitions
- Evolution of international assignments
- International assignments
- Compensation systems
- Retirement issues
- Other issues

Cross-Border Mergers and Acquisitions

- Definitions of key terms
- Cross-border mergers and acquisitions
- The role of HR
- The importance of culture
- Other global M&A issues
- Successful cross-border mergers and acquisitions