



GR1 Total Rewards Management

Attract, Motivate, Engage and Retain Employees with an Effective Rewards Program

Learn what is required to formulate a rewards program that has the power to attract, motivate and retain—total rewards. This basic-level course is designed to be the first course in the Global Remuneration Professional (GRP®) certification course sequence. Participants are introduced to the total rewards model and each of its components. Emphasis is given to the five elements of total rewards: compensation, benefits, work-life, performance and recognition, and development and career opportunities.

- Gain an understanding of total rewards management.
- Delve into the six elements of total rewards.
- Understand the critical role of the main drivers—organizational culture, business strategy and human resources strategy.
- Learn the process of designing a successful total rewards strategy.

Who should register

This course is designed for professionals new to human resources, as well as HR generalists or line managers who want a basic overview of the components that can create an effective balance in employee rewards tools.

What Will You Learn

Introduction to Total Rewards

- The evolution of rewards
- The total rewards model
- The total rewards strategy
- The total rewards approach

Compensation

- Elements of compensation
- Building a job worth hierarchy
- Components of a base pay structure
- Types of base pay
- Types of pay adjustments
- Differential pay

Benefits

- Elements of benefits
- Factors influencing benefits
- Income protection programs
- Pay for time not worked programs

Work-Life

- The work-life professional
- The work-life portfolio

Performance and Recognition

- Performance management
- Performance management process phases
- Recognition programs

Development and Career Opportunities

- Conduct annual development and career opportunities discussion
- Learning opportunities
- Types of development opportunities

Total Rewards – Putting It All Together

- Revisiting the total rewards model
- Drivers of the total rewards strategy
- The total rewards strategy
- The total rewards design process
- Total rewards design considerations