

COMPENSATION AND BENEFITS CERTIFICATE

Program Description

Compensation plays an essential role in attracting and retaining the key talent you need in your organization. It's important to understand how to leverage compensation in such a way that it benefits both the talented employees and the organization as a whole. The Compensation Studies Certificate will give you the confidence and skills to articulate key compensation factors within your organization, assess compensation needs, align those needs with your organizational strategy and goals, use compensation to attract and retain top talent, and evaluate the effectiveness of pay-for-performance practices.

The certificate is ideal for individuals working to improve their organization's compensation system so that it functions more effectively and aligns with their organization's strategic, financial, and institutional objectives.

Key Takeaways

- Recognize and apply elements of the total-rewards framework
- Identify how to effectively communicate and implement a compensation plan
- Determine ways to align the compensation strategy to the talent strategy
- Define performance in a contextually appropriate manner
- Recognize differences within the workforce that either facilitate pay for performance or make pay for performance more challenging
- Identify opportunities to improve pay-for-performance practices that are counterproductive or misaligned with organizations' needs
- Choose pay-for-performance elements to attract and retain key talent and superstars
- Critically assess the improvements in attraction, retention, productivity, engagement and motivation associated with pay-for-performance systems

What You'll Earn

- Compensation Studies Certificate from Cornell University's ILR School
- 40 Professional Development Hours (4 CEUs)
- 40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 40 Credit hours towards HRCI recertification

Who Should Enroll

- HR generalists
- Compensation and benefits specialists
- Intermediate-level HR professionals
- New and aspiring human resource professionals
- Operational and financial decision-makers outside HR
- High-level HR professionals in small companies
- Governments/nonprofits interested in pay for performance
- Organizations that operate in the U.S.

Total Investment

- 2 months to complete all the courses

How To Enroll

For more information on how to enroll, please visit Compensation Studies Certificate (<https://ecornell.cornell.edu/certificates/human-resources/compensation-and-benefits/>).

Courses

Code	Title	Hours
eCornell ILRHR522	Total Rewards Compensation	0
eCornell ILRHR571	Measuring and Compensating for Performance	0
eCornell ILRHR572	Attracting and Retaining Talent with Performance Pay	0
eCornell ILRHR573	Assessing the Financial, Strategic, and People-Related Return on Pay for Performance	0