

C1 Regulatory Environments for Compensation Programs

Learn and Stay Current on the Must-Know U.S. Federal Human Resource Rules and Regulations

Knowing and understanding the U.S. federal human resources laws and regulations is essential for the HR professional – and it can be challenging to keep your knowledge up to date. This course will equip you with an overview of the federal regulatory HR requirements that impact design and administration of compensation programs.

In the course, you will thoroughly cover the major federal statutes affecting compensation design and practice, including:



Analyzing the labor regulations affecting employee compensation disputes.

Reviewing the major federal labor regulations impacting specific types of employers.



Examining myriad issues related to the Fair Labor Standards Act (FLSA).

Exploring discrimination legislation as it relates to compensation.



The course is a basic-level course on HR employment law. It will provide you with the knowledge you need to understand many of the major HR regulations as an HR professional.

The course covers the following topics:

REGULATORY ENVIRONMENTS AND RELATED LAWS

Receive an overview of HR rules and regulations, including the Davis-Bacon Act of 1931, McNamara-O'Hara Service Contract Act of 1965, National Labor Relations Act of 1935 and the Sherman Antitrust Act of 1890 as well as the distinction between independent contractors and employees.

FAIR LABOR STANDARDS ACT (FLSA)

Gain an overview of FLSA and cover exemption tests, nonexempt employees, hours of work, rate of pay, the Worker Economic Opportunity Act, child labor rules, record-keeping requirements, what FLSA does not require and violations and penalties. You will also practice classifying jobs as exempt or nonexempt and calculating overtime pay.

EQUAL EMPLOYMENT OPPORTUNITY STATUTES AND CIVIL RIGHTS

Learn about the Equal Pay Act (EPA), Title VII of the Civil Rights Act of 1964 and comparable worth. Practice application of the FLSA with real-world scenarios.

RIGHTS LEGISLATION AND THE CIVIL RIGHTS ACT OF 1991

Gain knowledge about the Age Discrimination in Employment Act (ADEA) of 1967, Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, Americans with Disabilities Act Amendment Act, Civil Rights Act of 1991, Lilly Ledbetter Fair Pay Act, Genetic Information Nondiscrimination Act, Uniformed Services Employment and Reemployment Act of 1994 and dispute resolutions. You will also practice application of the rights legislation with real-world scenarios

DOCUMENTATION, AUDITS AND COMMUNICATION

Learn about the importance and types of documentation, audits and reporting, reporting to management and pay program communication.

Being knowledgeable and savvy about regulatory environments is a requirement for the HR compensation professional. This course will provide you with the information you need to understand many important HR rules and regulations that impact your organization and its employees.

Ready to get started?

The Globally Recognized and Distinguished Designation

Global Remuneration Professional | GRP®



About WorldatWork

- Leading non profit professional association in compensation and total rewards
- Dedicated to knowledge leadership in total rewards, compensation, benefits, and work-life
- Offered premier human resources education, training and certification to support HR professionals' success
- Awarded more than 25,000 HR designations worldwide

Designed specially for management, finance, compensation, benefits and total rewards professionals operating in a multinational or global environment.

Achieving the GRP Designation

pass **all 10 modules** to signify your understanding of globalization impact and regional influences on the design and delivery of global rewards program - demonstrate that YOU have the essential knowledge to integrate global reward programs with business strategy

A step towards CCP Designation

known throughout American Total Rewards community as a mark of expertise and excellence in the fundamentals of compensation, most GRP students/ GRP Grads who complete the 2 additional modules may also obtain the CCP designation

2020 GRP DESIGNATION MODULES:

GR1: Total Rewards Management
C3E: Quantitative Principles in Compensation Management
GR3: Job Analysis, Documentation and Evaluation
GR4: Base Pay Administration and Pay for Performance
GR6: Variable Pay (Improving Performance with Variable Pay)
GR7: International Remuneration
GR9: Strategic Communication in Total Rewards
GR17: Market Pricing (Conducting a Competitive Pay Analysis)
C8: Business Acumen for Compensation Professionals
T7: International Financial Reporting Standards for Compensation Professionals

Add-on Modules for Certified Compensation Professional® (CCP®) Designation:

C1: Regulatory Environments for Compensation Programs
T2: Accounting and Finance for the Human Resources Professional

(available for most GRP students/Grads, please check online transcript to verify)

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