

# Stand Apart

NEWLY UPDATED



## Global Remuneration Professional | GRP®

For over 35 years, the GRP certification has been recognized for maintaining the highest standards in global rewards management. Regional factors are essential in tailoring your Total Rewards package for a global workforce, enabling your organization to attract and retain top talent in today's competitive market.

The GRP designation indicates that you are prepared to strategically navigate and implement effective multi-national solutions to the complex business challenges of remuneration today. Moreover, you will seamlessly align these solutions with your organization's objectives, ensuring the integration of compensation strategies with broader business strategies.

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*This certification helped me gain the necessary knowledge and recognition to achieve success in my career as a Rewards consultant and an HR professional.*

- Muhammad A. Laghari, CCP, GRP, Chief Human Capital Officer, ALJ International

[worldatwork.org/grp](http://worldatwork.org/grp)

**WorldatWork®**  
Total Rewards Association

## Why Earn a GRP



### Recognition as an Expert.

With 70 years of unparalleled Total Rewards education, your GRP designation from WorldatWork sets you apart as an expert in your field.



### Preferred by Leading Organizations.

93% of Fortune 500 organizations rely on WorldatWork's Total Rewards education and certification to power their attraction, engagement and retention programs.



### Confidence and Performance Boost.

94% of our customers reporting increased confidence and 96% noting enhanced effectiveness at work as reported by WorldatWork's Impact Survey.



### Lifetime Professional Network.

Your certification path will connect you to field leaders, faculty and peers to exchange experiences, ideas and solutions.

## Who Should Get a GRP

This certification is perfect for professionals who want to validate their knowledge and credibility in the compensation field for multi-national organizations. Ideal for HR and compensation professionals entering the field or those currently responsible for designing, implementing, and managing compensation programs. Whether working in Total Rewards yourself or engaging with compensation analysts, consultants and advisors, this certification ensures the knowledge you bring is of strategic value to your remuneration design.

## Exam Requirements

The WorldatWork GRP designation is earned by passing 9 required exams. WorldatWork provides a corresponding course designed to help you prepare for each required exam. It is highly recommended to take the related course before sitting for the exam.

- Creating Impact Through Total Rewards
- Understanding the Total Rewards Regulatory Landscape
- Designing and Managing Base Pay Systems
- Improving Performance with Variable Pay
- Market Pricing and Competitive Pay Analysis
- Compensation Analytics and Insights
- Finance and Accounting Applications for Total Rewards
- Business Acumen and Communications Strategies in Total Rewards
- Managing Global Total Rewards

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***Having GRP & CCP on my resume spoke volumes to my sophisticated understanding of Total Rewards best practices and showed management of my career at a granular level.”***

- Sigit Hadiawan, CCP, GRP

Total Remuneration Analyst, QatarEnergy

Learn more at [worldatwork.org/grp](http://worldatwork.org/grp)