Benefit Fundamentals

Building knowledge on employee benefits.

Learn about different types of benefits, how they are structured and why they are integral to a competitive total rewards offering.

What’s included?

- Level 1 provides an introduction to employee benefits and includes a selection of short videos and downloadable activities
- Level 2 helps provide you with an understanding of the employee benefits framework and includes a selection of short videos and downloadable activities
- Complete the assessment at the end to ensure you’re ready to apply your benefits knowledge

View the full curriculum on the next page.

This product can help you:

- Onboard new or junior team members to ensure they understand a range of different benefits provided by most companies.
- Create a robust and inclusive benefit offering that supports a competitive total rewards package.

Stay tuned! This course is not available yet, but it will ready in the coming months.

Access a set of videos and activities to ensure you and your team have a foundational understanding of the benefits framework.

This is the perfect partner to:
Worldwide Benefit & Employment Guidelines!

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Course curriculum

Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Overview of employee benefits
Video: Retirement benefits
Video: Death and disability benefits
Video: Health and medical benefits
Activity: Why provide retirement, health and medical benefits?
Video: Family-related benefits
Video: Leave-related benefits
Activity: Why are family and leave benefits important to employees?
Video: Perquisites and allowances
Activity: How are employee benefits structured?

Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: Benefits for employee work-life balance
Video: Benefits for employee well-being
Video: Flexible benefits
Activity: What types of benefits are important for employee well-being?
Video: Benefits for an inclusive workforce
Video: Benefits for a multigenerational workforce
Activity: How can benefits meet the needs of different employees?
Video: Benefit design and implementation
Video: Benefits as part of the total rewards framework
Activity: What are the key considerations when implementing a benefits framework?

Assessment: Are you ready to apply your benefits knowledge?

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# Benefit Fundamentals

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**Pricing note**

The ‘HR team’ option includes access for up to 5 learners for a 12-month subscription. The ‘HR function’ option includes an unlimited number of HR learners for a 12-month subscription.

The base price is USD; EUR prices may differ in the Mercer Shop due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

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Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.