Course : Understanding and Implementing Employee Savings Plans

Fundamentals and Practice

Practical course - 1d - 7h00 - Ref. AES

Price : 910 € E.T.

NEW

Total compensation is becoming a key driver of HR performance, and employee savings plans are emerging as a strategic tool for combining employee motivation with social and tax optimization. This training course provides a clear understanding of the essential programs (profit-sharing, incentive plans, and value-sharing bonuses (PPV)) and helps participants develop the practical skills needed to implement them within their organizations.

Teaching objectives

At the end of the training, the participant will be able to:

- Placing Employee Savings within the Context of Total Compensation
- Identify employee participation, profit-sharing, and employee stock purchase plans
- Explain the method for calculating the special profit-sharing reserve (RSP)
- Apply the simple rules for distributing funds among employees
- Compare the main programs based on their objectives
- Understanding Basic Tax and Social Security Systems

Intended audience

HR, payroll, and personnel administration staff involved in managing compensation and employee savings plans.

Prerequisites

Basic knowledge of human resources management.

PARTICIPANTS

HR, payroll, and personnel administration staff involved in managing compensation and employee savings plans.

PREREQUISITES

Basic knowledge of human resources management.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

Practical details

Teaching methods

A combination of theoretical instruction, real-world examples, and hands-on exercises to facilitate the gradual acquisition of knowledge and its practical application

Course schedule

1 Analyzing Total Compensation

- Defining Total Compensation
- Identify the components of compensation (fixed, variable, and ancillary)
- Placing Employee Savings within the Compensation Policy
- Developing a Compensation Package Framework

2 Calculate and Allocate the Contribution

- Understanding the Legal Framework for Participation
- Explain the principle of the special profit-sharing reserve (RSP)
- Calculate an RSP Based on a Real-World Example
- Apply the methods for allocating costs among employees
- Identify the rules for assignment, blocking, and unblocking

3 Developing a Profit-Sharing Plan

- Understanding the Objectives and How Profit-Sharing Works
- Identify performance criteria and calculation methods
- Analyze existing incentive plans
- Creating a Simple Formula
- Structuring a Profit-Sharing Agreement
- Simulate the calculation of a profit-sharing payment based on company earnings

4 Apply the Value-Sharing Bonus (PPV)

- Understanding the Regulatory Framework for PPV
- Identify the conditions for implementation
- Apply the rules for social security and tax exemptions
- Analyze the impacts under different scenarios
- Simulate different PPV amounts
- Choosing Between PPV and Other Employee Savings Plans

Hands-on work

Check eligibility for the exemption in various business scenarios. Compare the net impact on employees and employer costs based on different amounts. Simulate different payment scenarios. Decide between PPV and profit-sharing based on a given situation.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

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Dates and locations

REMOTE CLASS
2026 : 11 Dec.

2027 : 19 Mar., 18 June, 10 Sep., 3 Dec.

PARIS LA DÉFENSE
2027 : 12 Mar., 11 June, 3 Sep., 26 Nov.