

BUS 276 E Benefits and Compensation Management

3 Credits, 16 weeks, 3 hours

Official course description

This course takes a detailed look at the methods used to determine fair and competitive wage and salary levels (i.e. Job Evaluation); provides an extensive critical survey of performance-based and knowledge-based compensation systems; and provides an in-depth treatment of the complex topic of supplemental benefits.

Prerequisites and/or co-requisites

BUS 271 or permission of the Program Chair

Instructor

Gerri Rondot
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Office Hours

Tuesday 9 am - 10 am
Wednesday 5 pm - 6:30 pm
Thursday 5 pm - 6:30 pm
Friday 10 am - 11 am

Required Resources

Strategic Compensation in Canada, Fourth Edition, Long, Richard J., (2010), Nelson Thomson Learning, Toronto, Ontario. ISBN-10: 0-17-650013-8.

Course Outcomes

Upon completion of this course, the student should be able to:

1. Understand the complex role that reward and compensation systems play in organizational success and be able to build strategic recommendations based on what the goals are.
2. Explain the various Managerial Strategies and Reward Systems to assist in designing a compensation strategy and be able to apply strategies and systems to different organizational structures.
3. Describe the relevance of each of the fundamental components in the Compensation Mix and be able to build an appropriate plan to promote organizational success.
4. Practice the different methods of determining pay, i.e. job evaluation and Point Method
5. Design cost-effective and strategic Benefits packages that help the organizations achieve their goals.

Evaluation

In-Class Assignments	25%
Group Project/Presentation (end of term).....	30%
Individual Assignment (end of term).....	20%
Final Exam	25%
Total.....	100%

A grade of C- is required for progression.

The minimum standard for passing this course is a grade of D (50%).

Coursework

In-Class Assignments – 25%

Each week, we will be working on different exercises, cases and applications of Strategic Compensation and Benefits in order to give you an opportunity to practice what you've learned. Exercises and/or cases will be assigned either individually and in groups depending on the topic. The specific learning outcomes and expectations will be presented each class and cannot be done ahead of time.

Group Project/Presentation

In groups of up to four, you are expected to research, analyze, prepare, and present to the class your findings of a Canadian, for-profit, non-union organization that uses a strategic compensation system. Each presentation will be 15 minutes (not including Q&A). The Organization must be approved prior to beginning your research. The specific learning outcomes, expectations, and rubric will be provided to you later in the term.

Individual Assignment

Here is an opportunity to showcase your learning. You will be expected to research a current issue as it relates to Compensation & Benefits and to discuss its implications for future HR professionals and organizations. Freedom to find and choose a topic of interest is yours but must be approved by me prior to commencing. Outcome should provide 3 pages, single spaced, of the issue then implications. This requires a higher level of understanding of Compensation & Benefits so I am looking for substantive analysis.

Final Exam

Since this is an advanced Human Resources course, the nature of the final exam will be analytic (not multiple choice or any means of reciting information). I will look for your ability to create solutions using Compensation & Benefits methods learned in this course. You will have your textbook and use of the computer as aids in preparing your responses.

Authorization

This course outline has been reviewed and approved by the Program Chairperson.

Gerri Rondot, Instructor

Gina Langager, Chair

Date Authorized

Guy Harmer, Dean

Date Authorized

Signed copies to be delivered to:

Gerri Rondot
Registrar's Office

Schedule of Activities:

Week	Topic	Week	Topic
1	Introduction to Course Content, expectations, and evaluation process. Chapter 1 - A road map to Effective Compensation	9	Chapter 9 - Evaluating the Market
2	Chapter 2 - A Strategic framework for Compensation	10	Chapter 10 - Evaluating Individuals
3	Chapter 3 - A Behavioural framework for Compensation	11	Chapter 11 - Designing Performance Pay Plans
4	Chapter 4 - Components of Compensation Strategy	12	Chapter 12 - Designing Indirect Pay Plans
5	Chapter 5 - Performance Pay Choices	13	Chapter 13 - Designing & Maintaining an Effective Compensation System
6	Chapter 6 - Formulating the Reward and Compensation Strategy	14	Group Presentations
7	Chapter 7 - Evaluating Jobs: The Job Evaluation Process	15	Final Exam - cumulative
8	Chapter 8 - Evaluating Jobs: The Point Method of Job Evaluation		