

HRM 204, Strategic Compensation and Benefits

3 credits, 3 hours lecture

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.

Pre and Co-requisites

HRM 100 or permission of the Program Chair

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 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.

CLO2 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.

CLO3 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.

CLO4 Learn and practice the different methods of determining pay, i.e. job evaluation and Point Method

CLO5 Learn about and design cost-effective and strategic Benefits packages that help the organization achieve their goals.

Evaluation

Assessment Type	Percentage
Assignments and Projects	50%
Case Study	30%
Final Exam	20%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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