



### **Course Description**

#### **MAN4330 | Compensation Management | 3.00 credits**

This course is a study of the strategic use of compensation system for the purposes of attracting, retaining, and motivating a competitive workforce. The student will address topics such as designing compensation systems, bases for pay, employee benefit programs, laws affecting compensation practices, and compensation challenges for various employee groups. Prerequisite: MAN3025, MAN3301.

### **Course Competencies:**

**Competency 1:** The student will demonstrate the ability to define and describe strategic compensation and benefits planning by:

1. Analyzing Total Rewards, strategic compensation, and benefits planning process
2. Evaluating factors that influence the compensation and benefits planning process

**Competency 2:** The student will demonstrate the ability to evaluate bases for pay by:

1. Comparing and contrasting seniority and merit pay
2. Evaluating incentive pay and person-focused pay

**Competency 3:** The student will demonstrate the ability to design a compensation system by:

1. Analyzing how to build an internally consistent compensation system
2. Evaluating market-competitive compensation systems
3. Building pay structures that recognize employee contributions

**Competency 4:** The student will demonstrate the ability to analyze employee benefits by:

1. Analyzing discretionary benefits and legally required benefits
2. Analyzing executive compensation
3. Analyzing the compensation process for the flexible workforce
4. Analyzing the compensation process for expatriates

**Competency 5:** The student will demonstrate the ability to describe and evaluate current compensation issues by:

1. Describing compensation policy for multi-national entities
2. Challenges facing compensation professionals
3. Evaluating gender pay-gap

### **Learning Outcomes:**

- Communicate effectively using listening, speaking, reading, and writing skills
- Use quantitative analytical skills to evaluate and process numerical data
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of ethical thinking and its application to issues in society