



Course Description

MAN4335 | Employee Benefit Planning | 3.00 credits

This course focuses on both wage and non-wage related benefits made available to employees by the firm and various related social and governmental programs. The student will examine various state and federal laws regarding employee benefits planning. Prerequisite: MAN3025, MAN3301.

Course Competencies:

Competency 1: The student will demonstrate the ability to appraise the importance of benefits planning by:

1. Defining and exploring employee benefits, the origin of employee benefits
2. Comparing and constructing legally required benefits and discretionary benefits
3. Illustrating and summarizing psychological and economic factors of benefits planning

Competency 2: The student will demonstrate the ability to interpret the law and regulations regarding employee benefits planning by:

1. Interpreting laws such as the Internal Revenue Code, the Fair Labor Standards Act, Employee Retirement Income Security Act, the Consolidated Omnibus Budget Reconciliation Act
2. Interpreting and analyzing the Health Insurance Portability and Accountability Act, the Pension Protection Act, the Patient Protection and Affordable Care Act, Federal Equal Employment Opportunity Laws, Title VII of the Civil Rights Act

Competency 3: The student will demonstrate the ability to evaluate retirement, health, and life insurance benefit programs by:

1. Understanding the policies in designing employer-sponsored retirement benefits, defined benefits plans, defined contribution plans, and hybrid plans
2. Defining and exploring health insurance programs, regulation of health insurance programs, fee-for-service plans, managed care plans, consumer-driven health care, specialized insurance benefits, retiree health care benefits
3. Analyzing employer-sponsored disability insurance, life insurance,
4. worker's compensation, social security, Old Age Survival and Disability
5. Insurance, Medicare, Unemployment Insurance

Competency 4: The student will demonstrate the ability to illustrate paid time-off, flexible work schedules, accommodation and enhancement benefits, and executive compensation plan by:

1. Defining and describing paid time-off programs and flexible work schedules
2. Illustrating leave under the Family and Medical Leave Act
3. Summarizing accommodation and enhancement benefit program
4. Defining non-qualified deferred compensation plans for executives

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