MAN4330 Compensation Management

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. (3 hr. lecture)

Prerequisite: MAN3025, MAN3301

<table>
<thead>
<tr>
<th>Course Competency</th>
<th>Learning Outcomes</th>
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| **Competency 1:** The student will demonstrate the ability to define and describe strategic compensation and benefits planning by: | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 1. Analyzing Total Rewards, strategic compensation and benefits planning process  | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 2. Evaluating factors that influence compensation and benefits planning process    | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| **Competency 2:** The student will demonstrate the ability to evaluate bases for pay by: | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 1. Comparing and contrasting seniority and merit pay                              | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 2. Evaluating incentive pay and person-focused pay                                | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| **Competency 3:** The student will demonstrate the ability to design compensation system by: | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 1. Analyzing how to build internally consistent compensation system               | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 2. Evaluating market-competitive compensation systems                             | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| 3. Building pay structures that recognize employee contributions                 | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
| **Competency 4:** The student will demonstrate the ability to analyze employee benefits by: | 1. Communication  
2. Numbers / Data  
3. Critical thinking  
4. Information Literacy  
7. Ethical Issues |
1. Analyzing discretionary benefits and legally-required benefits  
2. Analyzing executive compensation  
3. Analyzing compensation process for the flexible workforce  
4. Analyzing compensation process for the 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

| 1. Communication  
| 2. Numbers / Data  
| 3. Critical thinking  
| 4. Information Literacy  
| 7. Ethical Issues  

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