

BUS 409 – Compensation Management

Course Description

Introduces and analyzes the basic concepts of compensation administration in organizations. Provides an intensive study of the wage system, methods of job evaluation, wage and salary structures, and the legal constraints on compensation programs.

Instructional Materials

Martocchio, J. J. (2013). *Strategic compensation: A human resource management approach* (7th ed.). Upper Saddle River, NJ: Prentice Hall / Pearson.

Course Learning Outcomes

1. Analyze how compensation practice can be applied to positively impact an organization and its stakeholders.
2. Examine the ways in which laws, labor unions, and market factors impact companies' compensation practices.
3. Evaluate the effectiveness of traditional bases for pay (seniority and merit) against incentive based and person-focused compensation approaches.
4. Compare and contrast internally consistent and market-competitive compensation systems.
5. Analyze the fundamental principles of pay structure design.
6. Evaluate the role of benefits in strategic compensation.
7. Suggest viable options to current practices regarding executive compensation.
8. Make recommendations for leveraging flexible and contingent workers for any given organization.
9. Determine the best possible approach for the compensation of expatriates.
10. Analyze differences between compensation, benefits, and legal and regulatory influences in the United States and the rest of the world.
11. Use technology and information resources to research issues in compensation management.
12. Write clearly and concisely about compensation management using proper writing mechanics.