

Office of Academic Affairs
Tarleton State University
Date Prepared: 12/1/08
Dates Revised:

Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems
Course Prefix/Number: HRM 516
Course Title: Compensation Management
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Analyzes the theories, concepts, operational practices and research related to managing comprehensive compensation programs. Various types of compensation plans, including job evaluation levels and wage structures are investigated. Emphasis is placed on the development of sound compensation programs which consider current trends, legal implications and social requirements. Quantitative applications are required to analyze various case studies and problems.
- II. Prerequisites: HRM 501
- III. Expanded Course Description: : The objective of this course is for each student to be able to know, comprehend, apply, analyze, synthesize and evaluate principles and techniques of the management and administration of compensation within present-day organizations. Course is required for human resource management majors.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

Competency 1: Strategic Compensation

Knowledge of strategic concepts (strategy development, macro/micro-economics, compensation law, compensation metrics, etc.) related to designing and administering compensation programs that attract, retain and reward competent employees.

Skill in conducting secondary research.

Skill in applying FLSA requirements to specific jobs.

Competency 2: Pay Equity

Knowledge of concepts and processes that lead to internal and external equity within an organization's pay system.

Skill in processing, synthesizing and evaluating market pay and point-factor job evaluation systems.

Competency 3: Base Pay Systems

Knowledge of concepts and processes required to establish an organization's base pay system.

Skill in synthesizing pay architecture information.
Skill in developing an organization's base pay system.

Competency 4: Variable Pay Programs

Knowledge of strategies for rewarding individual differences in performance.

Skill in computing gainsharing program data.
Skill in making recommendations regarding variable pay programs.

Competency 5: Pay Administration

Knowledge of pay system administration activities.

Skill in computing, synthesizing and evaluating compa-ratio data.
Skill in synthesizing and evaluating benefits information and making recommendations.
Skill in computing individual and organizational pay increases and making recommendations.

- V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:
 - a) Course Requirements
 - b) Required Text(s)
 - c) Bibliography

- VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.

- VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of

Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

Signature

____/____/_____
Date