

Webster University:

SAINT LOUIS, MISSOURI  
GENEVA\$LEIDEN\$LONDON\$VIENNA:

Date November 7, 2002

Subject to Revision Yes  X  No

## **COURSE SYLLABUS**

**BOLLING AIRFORCE BASE, DC**

Course Number: HRMG 5920 - 34

Instructor: Robert Roop, Ph.D.  
SPHR

Course Title: Compensation Management

Phone: 301.229.8833

Term: Spring 1 2003

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1. Course Description: This course addresses tangible and intangible compensation and the use of compensation to motivate and reward employee performance. This course also covers job analysis, job description, and job evaluation on the basis of compensable factors as well as designing an equitable pay structure. In addition, students analyze the influence of unions and government in determining the compensation of the labor force, including compensation of both hourly workers and managerial employees.

2. Incoming Competency of Students Expected by Instructor: Students should have a background in management as provided by Management. In addition, students should have a background in Human Resource Management as provided by HRMG 5000. This course will require full and regular attendance. Course materials will include in-class lectures of material not in the text. Students are expected to think critically and are encouraged to express conclusions based on facts.

3. Course Statement of Objectives: At the conclusion of this course, students should be able to:

- a. Describe the various components of an equitable, uniform, and competitive compensation system.
- b. Evaluate the appropriateness and effectiveness of a compensation system.
- c. Examine and/or develop an internal salary/pay plan including but not limited to establishing job descriptions, job grading, job evaluation, merit pay approaches, and performance management systems.
- d. Select an appropriate compensation system based on internal job worth and equity and external factors.

- e. Demonstrate an understanding of the effects of unions and the government in determines wages.

4. Schedule of required readings, class preparations and assignments, lectures, discussions and exams.

Week One: Review of course objectives and grading events. Reading assignment - Text Chapters One and Two. Topics for applied summary papers assigned.

Week Two: Reading assignment - Text Chapters Three and Four.

Week Three: Reading assignment - Text Chapters Five and Six.

Week Four: Reading assignment - Text Chapters Seven and Eight.

Week Five: Applied Summary Paper One due. Reading assignment - Text Chapter Nine.

Week Six: Reading assignment - Text Chapters Ten and Eleven.

Week Seven: Reading assignment - Text Chapters Twelve and Thirteen.

Week Eight: Reading assignment - Text Chapter Fourteen.

Week Nine: Applied Summary Paper Two due. In Class Final Exam.

5. Required Text:

Martocchio, Joseph J., "Strategic Compensation, A Human Resource Management Approach", 2nd Edition, Prentice Hall, 2001  
ISBN # 0-13-028030-5

6. Course Requirements:

Applied Summary Paper One .....	15 %
Applied Summary Paper Two .....	20 %
Mid Term Exam .....	20 %
Final Exam .....	30 %
Class Participation .....	8 %
Class Attendance .....	7%

7. Supplemental Reading: As provided by the instructor
8. Visual Aids: As required by the instructor

THE INSTRUCTOR RESERVES THE RIGHT TO MODIFY CLASS ASSIGNMENTS AND OTHER IN AND OUT CLASS ASSIGNMENTS AS NECESSARY TO COVER THE REQUIRED MATERIALS. CLASS ATTENDANCE DOES NOT EQUATE TO CLASS PARTICIPATION.