

Course	Course Title: Compensation Management
Term	Term: Summer 2006
Instructor	Robert G. Roop, PhD, SPHR 301.229.8833 roroop@webster.edu
Catalog Description	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.
Prerequisites	HRMG 5000 and HRMG 5670
Course Level Learning Outcomes	Statement of Objectives: At the conclusion of this course, students should be able to: <ul style="list-style-type: none"> 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.

Materials	Martocchio, Joseph J., “Strategic Compensation, A Human Resource Management Approach”, 4th Edition, Prentice Hall, 2006 ISBN # 0-13-186877-2												
Grading	<table border="0"> <tr> <td>Applied Summary Paper One</td> <td>15 %</td> </tr> <tr> <td>Applied Summary Paper Two</td> <td>20 %</td> </tr> <tr> <td>Mid Term Exam</td> <td>20 %</td> </tr> <tr> <td>Final Exam</td> <td>30 %</td> </tr> <tr> <td>Class Participation</td> <td>8 %</td> </tr> <tr> <td>Class Attendance</td> <td>7%</td> </tr> </table>	Applied Summary Paper One	15 %	Applied Summary Paper Two	20 %	Mid Term Exam	20 %	Final Exam	30 %	Class Participation	8 %	Class Attendance	7%
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Activities	<p>Examination: One comprehensive (take-home) final examination will be given to cover discussion topics and outside readings. The examination questions will be issued at the beginning of the seventh week.</p> <p>Weekly Discussion Participation: Each student should read all the relevant websites for outside readings, and be prepared to participate in an active discussion of the weekly discussion topic. Failure to read these websites and participate in a timely and an informed manner will impact negatively on the student’s grade.</p>												
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university’s published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on</p>												

	<p>drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p>	
<p>Course Policies</p>	<ul style="list-style-type: none"> ▪ This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to change the overall course grade weighting. Any changes will be announced in class. • In line with the university’s policy on academic honesty, please be advised that instances of academic dishonesty will result in a zero for the assignment and will be reported to the Dean of the School of Business and Technology for further disciplinary action. In this course we will use turnitin.com, an electronic database, which assists students and faculty with academic work. 	
<p>Weekly Schedule</p>	<p>Assignments</p>	

		<p>Week Five: Applied Summary Paper One due. Reading assignment - Text Chapter Nine.</p> <p>Week Six: Reading assignment - Text Chapters Ten and Eleven.</p> <p>Week Seven: Reading assignment - Text Chapters Twelve and Thirteen.</p> <p>Week Eight: Reading assignment - Text Chapter Fourteen.</p> <p>Week Nine: Applied Summary Paper Two due. In Class Final Exam.</p>
	Measures of objectives	
	A	Objective A will measured by the final exam
	B	Objective B will measured by the mid term exam
	C	Objective C will measured by an applied summary paper
	D	Objective D will be measured by an applied summary paper
	E	Objective E will be measured by an in class project
Additional Information	<p>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.</p>	