

Course	HRMG 5920 Compensation
Term	Spring 2009
Instructor	Tony Dukes Office: 803-734-3503 Email Address: johndukes72@webster.edu
Catalog Description	This course addresses tangible and intangible compensation in the use of compensation to motivate and reward employee performance. The 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	Managing Human Resources (HRMG 5000)
Course Level Learning Outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and recognize important terminology, facts, concepts, principles, analytic techniques, and theories used in compensation. 2. Apply appropriate terminology, facts, concepts, principles, analytic techniques, and theories used in compensation when analyzing moderately complex factual situations involving compensation issues. 3. Develop appropriate solutions to multifaceted compensation problems involving moderately complex factual situations using appropriate facts, concepts, principles, analytic techniques, and theories from compensation. 4. Evaluate the quality of their proposed solutions to compensation problems against appropriate criteria, including fit with organizational strategies and human resources management strategies, as well as organizational constraints. 5. Conduct moderately complex job evaluations using ranking and point methods. 6. Create moderately complex base pay systems that reflects and integrates compensation concepts and analytic techniques, including job evaluation, pay policies, pay grades and ranges, and market rates. 7. Create moderately complex variable pay systems using individual, group, and organizational level variable pay concepts, including motivation theories. 8. Develop appropriate merit pay grids based using concepts, principles, and theories from compensation, including

	motivation theories.												
Materials	<i>Compensation</i> , Milkovich, G. T., and Newman, J. M.; Boston: Irwin McGraw-Hill 9 th Edition, 2008. ISBN 0-07-296941-5												
Grading	<p>Grading Scale</p> <p>Superior graduate work: A, 100-96 A-, 95-90. Satisfactory graduate work: B+, 89-87 B, 86-84 B-, 83-80. Work that is barely adequate as graduate-level performance: C, 79-70. F, Work that is unsatisfactory:</p> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> • A/A- Superior graduate work • B+/B/B- Satisfactory graduate work • C Work that is barely adequate as graduate-level performance • CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicum's, or specified courses. • F Work that is unsatisfactory • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course 												
Activities	<table> <tr> <td>Paper</td> <td>25%</td> </tr> <tr> <td>Presentation</td> <td>10%</td> </tr> <tr> <td>Mid Term Exam</td> <td>25%</td> </tr> <tr> <td>Final Exam</td> <td>30%</td> </tr> <tr> <td>Participation</td> <td>10%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </table>	Paper	25%	Presentation	10%	Mid Term Exam	25%	Final Exam	30%	Participation	10%	Total	100%
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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</p> <p>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</p>												

	<p>definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>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 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</p> <p>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</p> <p>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>Student Assignments Retained</p> <p>From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course</p> <p>It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<p>Course Policies</p>	<p>Expectations:</p> <p>1.) The student's demonstrated ability to speak and write grammatically correct English will be a part of the evaluation criteria for each course requirement.</p>

	2.) Students are expected to punctually attend and actively participate in all classes, unless emergencies or duty requirements preclude such. Student presentations and examinations are due as scheduled in the syllabus.		
Weekly Schedule	Week	Topics	Chapters in Text
	1	Overview of course and course requirements, Discuss Pay Model and strategy	1
	2	Discuss Internal Structures, Job Analysis, Job Evaluation and	2, 3, & 4
	3	Discuss Person Based Structures, Competitiveness and Pay Structures. <u>Presentation</u>	5 & 6
	4	Discussion of Competitiveness <u>Presentation</u>	7 & 8
	5	Mid Term	
	6	Discuss Pay for Performance and Appraisals <u>Presentation</u>	9, 10 & 11
	7	Discuss employee benefits and options <u>Presentation</u>	12 & 13
	8	Discuss managing the system <u>Presentation</u>	17 & 18
	9	<u>Presentation</u> FINAL EXAM	
	Additional Information	There will be handouts to provide instructions for the papers and the presentation.	

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