**Course Syllabus**

**MGT –461: COMPENSATION MANAGEMENT**

Academic Year 2014-2015

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Faculty Member: Dr. Sadaf S.Soudagar (Asst.Professor)

Course : MGT-461 Section:39251

Class Hours: 8.00-8.50A.M ( Sun , Tue, Thurs)

Office Number:3S130(181-A) Building No.3 (Second Floor)

**Course Description & Objectives**

This course aims to clarify the principles and basic concepts of compensation management in organizations, including the role of human resources management in dealing with employees, and methods used to provide compensation. It also highlights the importance of maintaining the capable education qualification, the value of developing their skills, and the significance of providing the appropriate atmosphere for them. Several important topics will be addressed in the class such as: Compensation professionals’ goals within a human resource department. Ways to strengthen the pay-for-performance link. Ways to strengthen the pay-for-performance link. Health insurance concepts.

**Learning Objective**

The art and science of compensation practice.   
Strategic Compensation: A Human Resource Management Approach illustrates the art and science of compensation practice and its role in promoting a company’s competitive advantage

**At the end of the course the students will be able to**:

* To learn basic compensation concepts and the context of compensation practice
* To illustrate different ways to strengthen the pay-for-performance link.
* To learn the concepts of Payment and employee benefits issues for contingent workers.
* To understand the Legally required employee benefits.
* To learn some of the implications for strategic compensation and possible employer approaches to managing legally required benefits

**Reading:**

You are expected to read each chapter prior to the weekly class sessions. Be prepared to ask and answer questions about the text on the scheduled date. It is important for you to attend every class and keep up with the reading and assignments. You are encouraged to read extra articles from publications and journals and share with your instructor and class mates .

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**Textbook:**  **Strategic Compensation: A Human Resource Management Approach, 7/E by Joseph J. Martocchio**

**Assessments**

Assignments (5 x 2) : 5%

Test ( 2 best out of 3) : 10%

First Mid-Term : 20%

Second Mid-Term : 20%

Attendance & Participation : 5 %

Final Exam : 40%

**Attendance:** It is compulsory to attend at least 75% of all classes. Any student failing to attend 75% of the classes will not be able to sit in the Final Examination

**Make-ups:** If a student fail to attend the mid-term he has to provide a documented proof for the reason of absence in order to resist in the make-up examination. Moreover, late submission of any required assignment means getting less marks for that assignment. (Make-ups are entertained only in genuine cases).

**Policy on Academic Integrity:** Students who violate University rules on academic dishonesty are subject to disciplinary penalties, including the possibility of failure in the course and/or dismissal from the University. Since such dishonesty harms the individual, all students, and the integrity of the University, policies on academic dishonesty will be strictly enforced.

Taking the words of others or presenting the ideas of others as your own not only prohibits you from learning the skills of academic research, it also violates the University’s Code of Academic Integrity. The University defines academic dishonesty as “cheating of any kind, including misrepresenting one’s own work, taking credit for the work of others without crediting them and without appropriate authorization, and the fabrication of information.”

Please make yourself familiar with the University’s Code of Academic Integrity. There will be zero tolerance for plagiarism and cheating. Please note that the Code stipulates that you cannot submit work prepared for another course—if you want to re-use research done in previous courses, discuss details with me before you start on the paper. If you are not sure about how to represent another person’s work in an assignment, contact me for advice before submitting. The code specifies that the minimum sanction for plagiarism is an F on the particular assignment; repeated offenses carry an F for the class as the minimum penalty.

**Course Coverage:**

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| --- | --- |
| **Week** | **Chapters** |
| 1 | **Part I: Setting the Stage for Strategic Compensation** |
| 2 | Chapter 1: Strategic Compensation: A Component of Human Resource Systems |
|  | **Part II: Bases for Pay** |
| 3,4 | Chapter 3: Traditional Bases for Pay: Seniority and Merit |
| 5 | Chapter 4: Incentive Pay |
| 6 | Chapter 5: Person-Focused Pay |
|  | **Part III: Designing Compensation Systems** |
| 7,8 | Chapter 6: Building Internally Consistent Compensation Systems |
| 9,10 | Chapter 8: Building Pay Structures That Recognize Employee Contributions |
| 11,12 | Chapter 9:Discretionary Benefits |
| 13,14 | Chapter 10:Employer-Sponsored Retirement Plans and Health Insurance Programs |
|  | **Part IV: Employee Benefits** |
| 15,16 | Chapter 13: Compensating the Flexible Workforce: Contingent Employees and Flexible Work Schedules |
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**Details on the Mode of Assessment & Submission Schedule**

* **Class Activities** ………………………………………………………. **20%**
  + - Attendance & Participation ….. 5**%**
    - Assignments…………. 5**%**
    - Tests ………………….. 10%
* **Mid-term Examination** ……………………………………………… **40%**
  + - * **Mid-term exam – I 20%**
      * **(Written exam with MCQs , true & false & essay question)**
      * **Mid-term exam – II Case Analysis (individual) Assignment – 2: 20%**
      * **(Written exam with MCQs , true & false & essay question)**
* **Final Examination** ………………………………………………. **40%**

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| **Activities** | **Submission Deadlines** | **Weightage** | **Scores** |
| Attendance and Participation | Throughout the Semester | **5%** |  |
| **Class Activities – 20%** | | | |
| Two Assignments including Case analysis of  Course Learning Experience | On mutually agreed date(s) | **5%** |  |
| Three Tests | On mutually agreed date(s) | **10%** |  |
| **Mid-term Examination – I & II (40%)** | | | |
| Mid- Exam-1 | On mutually agreed date | **20%** |  |
| Mid Exam– 2 | On mutually agreed date | **20%** |  |
| Final Examination | | | |
| Final Exam | Check Exam Schedule for date of final examination | **40%** |  |

**6. Grade information**

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| --- | --- |
| 95-100 | A\* |
| 90-94 | A |
| 85-89 | B\* |
| 80-84 | B |
| 75-79 | C\* |
| 70-74 | C |
| 65-69 | D\* |
| 60-64 | D |
| Below 60% | F |