

HRMT 304 Compensation, Benefits and HRIS Systems

This course introduces students to the major concepts of strategic compensation. It is designed to provide students with knowledge and skills needed to become successful compensation professionals. This course aims to equip students with the fundamentals of building pay structures and designing compensation systems. In this course, students will learn about employee benefits, bases for pay, contemporary compensation challenges, and global issues. *(Prerequisite: FINC 201, MGMT 302) (3 credits)*

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate advanced knowledge and understanding of core theories and principles of pay structures and compensation systems.
2. Apply advanced-level and some specialist-level skills to relate to core theories and investigate advanced level human resources issues on compensation and benefits.
3. Apply a combination of approaches to analyse and evaluate human resources policies and practices to design evidence-based compensation solutions.
4. Demonstrate advanced-level skills to communicate as an HR compensation professional considering the requirements and level of the target audience.
5. Operate at an advanced level in variable HR contexts with accountability for determining and achieving personal and group outcomes concerning strategic compensation.

Text Book & Course Materials:

- *Strategic Compensation: A human resource management approach, 10th edition.*
Author: Joseph Martocchio. Publisher: Pearson

Course Content:

1. Strategic Compensation: A component of Human Resources Systems.
2. Traditional Basis for Pay
3. Incentive Pay
4. Person Focused Pay
5. Building internally consistent compensation systems
6. Building market-competitive compensation systems
7. Building pay structures that recognizes employee contributions
8. Discretionary Benefits
9. Legally required Benefits
10. Compensation challenges: compensating executives.
11. Compensation challenges: compensating the flexible workforce
12. Compensation issues around the world