INCENTIVES, REWARDS, AND COMPENSATION MANAGEMENT

Course Syllabus

Providing employees with compensation and benefits is the single largest budget component for most businesses, and, at the same time, a key to success or failure. Besides being a cost factor, the design of the compensation system has a major impact on a company’s attractiveness to job seekers and the behaviour of current employees.

The course provides a systematic guideline for identifying and designing compensation systems that add value to organizations. Effective compensation systems are in line with the principles of both strategic management and the scientific study of human behaviour. Students will explore the concepts, and methods used to design compensation systems that contributes to achieving the goals of the organization and its individual members. Students will also develop an understanding of basic career counselling process issues.

Course Readings

Required Textbook


Additional Readings


**Course Outline**

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Readings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Introduction to Compensation and Benefits</td>
<td>M. ch. 1</td>
</tr>
<tr>
<td></td>
<td>Strategic Framework for Compensation</td>
<td>M. ch. 2</td>
</tr>
<tr>
<td></td>
<td>Job Analysis</td>
<td>M. ch. 7</td>
</tr>
<tr>
<td></td>
<td>Job Evaluation and Performance Appraisal</td>
<td>M. chs.3, 6</td>
</tr>
<tr>
<td></td>
<td>Pay Structure Determinants</td>
<td>M. ch. 11</td>
</tr>
<tr>
<td></td>
<td>Market Pay and Compensation Surveys</td>
<td>M. chs. 5, 8</td>
</tr>
<tr>
<td></td>
<td>Pay for Performance and Executive Compensation</td>
<td>M. chs. 4, 13</td>
</tr>
<tr>
<td></td>
<td>International Pay Systems</td>
<td>M. Chs. 12</td>
</tr>
</tbody>
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Visiting HRM Specialist on Performance Appraisal
Visiting Human Resource Practitioner on Pay Systems
Visiting Human Resource Practitioner on Coaching and Career Counseling

**HBR 8 Case Studies**

**Assessment:**

You are required to form a team (two students), present selected topics and case studies on a weekly basis in class.

*Final exam: 20%
Weekly presentations of Case Studies: 70%
Class Participation 10%*

**Plagiarism**

Plagiarism in writing research papers or taking tests in this class is not acceptable. It includes representing another’s work as one’s own, presenting or submitting any academic work in a manner that impairs the instructor’s ability to assess the student’s academic performance. Plagiarism also includes failure to use quotation marks around material quoted from any source. Plagiarism leads to an automatic grade of zero points for the designated test.