

Syllabus

Compensation and Benefits (MGMT 330.101)

Program Information

This is a three-credit undergraduate level course and is one in a series of elective courses in the Personnel Track of the Human Resource Management field of study.

Course Information

Course Title: Compensation and Benefits (MGMT 330.101)

Credits: 3

Room: 409 McMeChen

Date/Time: Thursdays, 6 – 8:50pm.

Instructor: Dr David Zoogah

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Course Description

Application of compensation principles to organizational objectives. Strategic use of compensation systems for attracting, motivating, and retaining employees. Managerial aspects of paying employees at all organizational levels. Focuses on managing employee compensation in contemporary organizations. The major objectives are: to examine the current state of compensation decision making; to examine how recent theoretical and research developments inform compensation decisions; and to offer an opportunity to develop competencies in making compensation decisions.

Course Objectives

Upon completion of this course, the student will be able to:

1. Discuss the strategic importance of compensation to the achievement of organizational goals.
2. Identify links between compensation objectives and business strategy.
3. Discuss the role of compensation in attracting, motivating, and retaining a high-quality workforce.
4. Discuss recent theoretical and practical developments in the area of compensation and benefits.
5. Develop the basic competencies required for the development and management of compensation systems.
6. Discuss how compensation management can become a competitive advantage.
7. Discuss the role of compensation management as part of the new mandate for HR executives.

Course Requirements and Grading

You will be evaluated based upon the following:

1) A paper on:

Compensation Strategy of Minority Businesses in Baltimore (40% of final grade)

Select an organization or industry you are familiar with and write a 5 to 7 page paper addressing the compensation strategies and policies that impact the organization's competitiveness. You may compare and contrast two different companies (industries). You may also focus on their reliance on base pay versus variable incentive pay; the extent to which pay practices are regulated or mandated; or any other topic that is relevant to compensation management today that would benefit Minority Businesses.

2) Writing Assignments (5% of total grade) Written assignments will be included at the end of most of the modules. These written assignments will include exercises, essay questions, and mini case analyses. Students will be expected to post their responses by the end of the module date listed on the course calendar. All assignments must be submitted via Blackboard.

3) Class Discussions (5% of total grade) Students will be expected to read and lead the discussion in class. You will play the role of a manager having a discussion with subordinates. They will ask you questions. You may prepare some questions for the class to guide the discussion.

4) Mid-semester Exam (20%).

5) Final Exam (30%)

Grading Recap	% of Final Grade
Compensation Strategy Paper	40%
Final Exam	30%
Mid-semester Exam	20%
Writing Assignments	5%
Class Discussions	<u>5%</u>
	100%

Grade	Points		
	%	Low	High
A	90%	576	640
B	80%	512	575
C	70%	448	511
D	60%	384	447
E	< 59%	0	383

You are responsible for acting in accordance with the Student Code, available at <http://www.morgan.edu/students/current/conduct.asp>

Course Materials

Required Materials

This required course text may be purchased locally or through an online bookstore.

- Compensation Management in a Knowledge-Based World, 10th Edition, by Richard Henderson; Published by Prentice Hall (Pearson).

Additional articles will be provided in the course through the Electronic Course Reserve (ECR).

Software Requirements

Microsoft Word

[Adobe Acrobat Reader](#)

Your Internet browser and browser settings need to be Vista compatible. See [Settings](#).

Course Outline					
Month	Date	Meeting	Topic (Chapter)	Comment	Discussion Leader(s)
August	30	1	2		
September	6	2	4		Grey, Linda/Hamilton, Jakita
	13	3	5		Hale, Ryan/Smith, Michael
	20	4	6		Johnson, Shannen C./Weldon, Kevin, A.
	27	5	7		Laws, Tyrina J./Young, Byron
October	4	6	9		Mansaray, Jamillah I./Perry, Marlene
	11	7	10		Grey, Linda
	18	8	Midterm	ch. 2,6,7,8	
	25	9	12		Smith, Michael T./Worthington, Whitney
November	1	10	13		Hamilton, Jakita
	8	11	14		Hale, Ryan/Young, Byron
	15	12	15		Mansaray, Jamillah I./Weldon, Kevin A.
	22	13	Thanksgiving		THANKSGIVING
	29	14	16		Perry, Marlene/Worthington, Whitney
December	6	15	17-18/Review	Project Due Ch.	Johnson, Shannen C./Laws, Tyrina.J
	13	16	Final Exam	12,13,16	

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University's standard procedures, which are administered by the Office of Institutional Research.