Catalog Description: The focus of this course is “Total Compensation.” Direct and Indirect compensation systems will be evaluated to determine how organizations design the appropriate systems for their businesses. Topics will include base pay systems, individual and group bonuses, executive compensation, issues with providing health care, long-term investment options, pension systems, and government mandated benefits. Prerequisite: MGMT 361.

Prerequisite(s)/Corequisite(s): MGMT 361.

Text(s): Most current editions of the following:


Current newspaper and journal articles should be utilized to supplement the text.

Course Objectives:

- To define the concept of total compensation.
- To understand how compensation and benefit systems are used by organizations to attract and retain qualified, skilled employees.

Measurable Learning Outcomes:

- Define traditional and current pay systems.
- Describe the process used by a Compensation and Benefits Specialist to determine appropriate pay systems.
- Identify current issues with organizational pay and benefits programs.

Topical Outline (major areas of coverage):

- Strategic Compensation: A Component of Human Resource Systems
- Strategic Compensation in Action: strategic Analysis and Contextual Factors
- Contextual Influences on Compensation Practice
- Traditional Bases for Pay: Seniority and Merit
- Incentive Pay
- Person-Focused Pay
- Building Internally Consistent Compensation Systems
- Building Market-Competitive Compensation Systems
- Building Pay Structures that Recognize Individual Contributions
- Legally Required Benefits
Recommended maximum class size for this course: 25

Library Resources: Online databases are available at http://www.ccis.edu/offices/library/resources.asp. You may access them from off-campus using your eServices login and password when prompted.

Prepared by: J. Gay Albright
Name ________________________________ Signature ________________________________

Date: March 8, 2006

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics are relevant to the course’s subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.

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