

Bemidji State University

BUAD 4500: Compensation and Benefits

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 0

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

This course focuses on how managers can use compensation strategy to attract, retain, and motivate valued employees, while controlling labor costs. Part of the course revolves around application of principles to an ongoing case where students design all aspects of a compensation strategy. Shorter cases, as well as problem sets, will also be used. Prerequisite(s): BUAD 4456.

B. COURSE EFFECTIVE DATES: 08/25/2019 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Focus on how managers can use compensation strategy to attract, retain, and motivate valued employees, while controlling labor costs.
2. Application of principles to an ongoing case where students design all aspects of a compensation strategy.
3. Shorter cases, as well as problem sets, will also be used.

D. LEARNING OUTCOMES (General)

1. be able to understand the guiding principles of effective compensation systems: internal alignment, external competitiveness, pay-for-performance, and cost control.
2. be able to explain the role of compensation strategy in formulating and executing the organization's strategy.
3. be able to develop an understanding of theories underlying compensation strategy design.
4. be able to acquire hands-on experience in building a pay strategy.
5. be able to demonstrate knowledge base that is useful in: (1) working as an entry-level compensation specialist; (2) in managing people generally, and (3) providing an understanding of how one's own pay and career progress is determined.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted