

Inver Hills Community College

BUS 1143: Total Reward and Compensation

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Examines how to develop, design, implement, and evaluate total reward system aligned with meeting organizational strategies, goals, values, and objectives.

B. COURSE EFFECTIVE DATES: 08/26/2013 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Benefits Programs and Key Legislations 25%
2. Compensation Structure 15%
3. Compensation Systems 25%
4. Compensation and Benefit Program for International Employees 2%
5. Deferred Compensation Plans 2%
6. Evaluating Total Reward System and its Communication to Employees 2%
7. Government Mandated Benefits 2%
8. Health Care Benefits 3%, Other non-statutory benefits 3%
9. Key Compensation Legislations 19%
10. Rewards System and Organizational Strategy 2%

D. LEARNING OUTCOMES (General)

1. Analyze compensation and benefit program for international organizations
2. Evaluate and implement reward systems consistent with organizational performance objectives
3. Explain legislations and mandated regulatory benefits for organizations
4. List Health Care and non-statutory benefits

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted