

Business Administration

Course Number:	BUAD 376
Course Title:	COMPENSATION AND BENEFITS
Credits:	3
Calendar Description:	This course provides an in-depth study of compensation and benefits. Legislation, union and non-union environments, direct and indirect compensation systems, and current topics are included.
Semester and Year:	Fall 2020
Prerequisite(s):	BUAD 269 and third year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3

Professors

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Learning Outcomes

Upon completion of this course, students will be able to

- describe the purpose and role of reward and compensation systems.
- identify problems caused by an ineffective compensation system.
- discover how structural and strategic variables are related to compensation.
- identify a compensation strategy that best fits a given organization.
- design effective performance pay plans and benefit systems.
- use market data to calibrate a compensation structure.
- design effective processes for compensation system implementation & evaluation.

Course Objectives

This course will cover the following:

This course integrates an online simulation as a major team project.

Evaluation

Team Simulation Project* (Phase I, II & III – 15% each)	45%
Chapter Quizzes (Individual)	5%
Class Participation (Individual)	10%
Final Exam**	40%
Total	100%

* To pass this course, students must earn a passing grade on their individual contribution to the team project (the simulation).

** To pass this course, students must pass the final exam.

Notes

Access to the Simulation is mandatory. All students must purchase a Simulation access code, via the campus bookstore, or directly online with the publisher (see Moodle for links).

Class Participation marks will be determined based on a combination of attendance, active involvement in class discussions, and completion of in-class exercises.

Late submission of deliverables will be subject to penalties, as determined by the professor.

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral