

OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

Note: The University reserves the right to amend course outlines as needed without notice.

Course Code and Number: BUS 406		Number of Credits: 3 Course credit policy (105)																	
Course Full Title: Compensation and Benefits Course Short Title (if title exceeds 30 characters):																			
Faculty: Faculty of Professional Studies		Department (or program if no department): School of Business																	
Calendar Description: Strategic compensation design plays an important role in attracting qualified talent to an organization. It also greatly impacts organizational effectiveness and efficiencies. This course examines the components of a total compensation system, within the broader context of workplace reward structures.																			
Prerequisites (or NONE):		60 university-level credits including BUS 201.																	
Corequisites (if applicable, or NONE):		None																	
Pre/corequisites (if applicable, or NONE):		None																	
Equivalent Courses (cannot be taken for additional credit) Former course code/number: Cross-listed with: Equivalent course(s): <i>Note: Equivalent course(s) should be included in the calendar description by way of a note that students with credit for the equivalent course(s) cannot take this course for further credit.</i>		Transfer Credit Transfer credit already exists: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Transfer credit requested (OREg to submit to BCCAT): <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (if yes, fill in transfer credit form) Resubmit revised outline for articulation: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No To find out how this course transfers, see bctransferguide.ca .																	
Total Hours: 45 Typical structure of instructional hours: <table border="1" style="width: 100%;"> <tr> <td>Lecture hours</td> <td>39</td> </tr> <tr> <td>Seminars/tutorials/workshops</td> <td>6</td> </tr> <tr> <td>Laboratory hours</td> <td></td> </tr> <tr> <td>Field experience hours</td> <td></td> </tr> <tr> <td>Experiential (practicum, internship, etc.)</td> <td></td> </tr> <tr> <td>Online learning activities</td> <td></td> </tr> <tr> <td>Other contact hours:</td> <td></td> </tr> <tr> <td>Total</td> <td>45</td> </tr> </table>		Lecture hours	39	Seminars/tutorials/workshops	6	Laboratory hours		Field experience hours		Experiential (practicum, internship, etc.)		Online learning activities		Other contact hours:		Total	45	Special Topics Will the course be offered with different topics? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, different lettered courses may be taken for credit: <input type="checkbox"/> No <input type="checkbox"/> Yes, repeat(s) <input type="checkbox"/> Yes, no limit <i>Note: The specific topic will be recorded when offered.</i>	
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Other contact hours:																			
Total	45																		
		Maximum enrolment (for information only): 25 Expected frequency of course offerings (every semester, annually, every other year, etc.): Annually																	
Department / Program Head or Director: Dr. Frank Ulbrich		Date approved: October 31, 2017																	
Faculty Council approval		Date approved: December 8, 2017																	
Campus-Wide Consultation (CWC)		Date of posting: February 16, 2018																	
Dean/Associate VP: Dr. Tracy Ryder Glass		Date approved: December 8, 2017																	
Undergraduate Education Committee (UEC) approval		Date of meeting: February 23, 2018																	

Learning Outcomes

Upon successful completion of this course, students will be able to:

- LO 1. Recognize the importance of integrating compensation systems within the framework of organizational strategy,
- LO 2. Describe the purpose and role of indirect pay,
- LO 3. Evaluate compensable factors and conduct Point method of job evaluation,
- LO 4. Formulate strategies and techniques to establish base pay,
- LO 5. Design and establish performance pay,
- LO 6. Analyze issues associated with benefits and pension management.

Prior Learning Assessment and Recognition (PLAR)

☒ Yes ☐ No, PLAR cannot be awarded for this course because

Typical Instructional Methods (guest lecturers, presentations, online instruction, field trips, etc.; may vary at department's discretion)

Lectures, case studies, and simulation.

Grading system: Letter Grades: ☒ Credit/No Credit: ☐ Labs to be scheduled independent of lecture hours: Yes ☐ No ☒

NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.

Typical Text(s) and Resource Materials (if more space is required, download Supplemental Texts and Resource Materials form)

Author (surname, initials)	Title (article, book, journal, etc.)	Current ed.	Publisher	Year
1. Long, R., & Singh, P.	Strategic Compensation in Canada	<input checked="" type="checkbox"/>	Nelson	
2. Long, R., & Ravichander, H.	Strategic Compensation in Canada: A Simulation	<input checked="" type="checkbox"/>	Nelson	
3.		<input type="checkbox"/>		

Required Additional Supplies and Materials (software, hardware, tools, specialized clothing, etc.)

n/a

Typical Evaluation Methods and Weighting

Final exam:	30%	Assignments:	-	Midterm exam:	25%	Practicum:	-
Quizzes/tests:	10%	Lab work:	-	Field experience:	-	Shop work:	-
Class participation:	10%	Simulation:	25%	Other:	-	Total:	100%

Details (if necessary):**Typical Course Content and Topics**

Module One: Formulating reward and compensation strategy

- Using strategic framework to create an effective compensation structure
- Applying behavioural framework to the compensation system
- Understanding the components of compensation strategy
- Test One (LO 1–2)

Module Two: Determining compensation values

- The job evaluation process
- The point method of job evaluation
- Pay for knowledge systems
- Evaluating the market

Midterm Exam (LO 1–3)

Module Three: Designing and implementing pay plans

- Designing the base pay structure with pay grades and ranges
- Test 2 (LO 4)
- Appraising employee performance and designing performance pay plans
- Designing indirect pay plans (benefits)
- Compensating special employee groups
- Managing employee benefits and pension

Class participation (LO 1–6)

Simulation assignment (LO 1–6)

Comprehensive Final Exam (LO 1–6)