

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

BUSI 645

COMPENSATION MANAGEMENT

COURSE DESCRIPTION

The course will focus on the critical issues related to the strategic management of the organization's compensation and benefit system. Topics discussed will include the components and strategic analysis of compensation systems, bases for pay, designing compensation systems, legally required and discretionary employee benefits, and contemporary strategic compensation challenges. Students will learn to apply tools for decision-making complex, compensation related environments, as well as design, develop, and implement compensation strategies that achieve value-added results, thereby enabling organizations to more effectively and efficiently achieve their goals.

RATIONALE

The human resources manager must have the necessary skills to design, implement, and manage an effective compensation and benefit program to support the organization's mission. In addition, anyone within an organization must be aware of how it compensates its employees.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Office
- D. The Holy Bible

IV. MEASURABLE LEARNING OUTCOMES

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

- A. Assess the building of internally consistent and market-competitive compensation systems.
- B. Evaluate the purpose and effectiveness of pay structures, legally required benefits, and discretionary benefits.
- C. Explain the challenges of international and executive compensation.
- D. Integrate compensation management within the context of a biblical worldview.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations
- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (4)

Discussion boards are collaborative learning experiences. Therefore, the student is required to post 1 thread of at least 500 words. The student will also post 2 replies of at least 250 words each. For each thread, assertions must be supported with at least 2 citations in current APA format. Each reply must also cite at least 2 sources.

- D. Case Studies (3)

The student will answer questions at the end of the assigned case study or those questions posed in the assignment prompt. Each Case Study requires 3–4 full pages and at least 5 scholarly sources in current APA format to substantiate the student's position in his/her answer. These exercises are meant to foster the student's comprehensive research.

- E. Group Project

There will be a Group Project in the course. Groups will be assigned by the instructor based on random selection. The purpose of the Group Project is to generate interaction in regard to relevant current course topics. The paper is to reflect a group effort to identify no less than 3 key topics from the course content that are then discussed through the lens of a Christian worldview.

Outline

Each group will complete a 1-page project outline and tentative reference page on an approved topic. The reference page will contain a minimum of 5 scholarly sources. This assignment must be in current APA format.

Final

Each group will submit a paper that is a minimum of 1,000 words and contains at least 5 scholarly sources in current APA format. Each student must then submit individual replies of at least 250 words to 2 other groups.

F. Midterm Exam

The Midterm Exam will cover the Reading & Study material for the assigned modules/weeks. The exam will be open-book/open-notes, contain 40 multiple-choice questions, and have a 1-hour time limit.

G. Final Exam

The Final Exam will cover the Reading & Study material for the assigned modules/weeks. The exam will be open-book/open-notes, contain 40 multiple-choice questions, and have a 1-hour time limit.

VI. COURSE GRADING AND POLICIES

A. Points

| | |
|---|-------------|
| Course Requirements Checklist | 10 |
| Discussion Board Forums (4 at 100 pts ea) | 400 |
| Case Studies (3 at 100 pts ea) | 300 |
| Group Project | |
| Outline | 10 |
| Final | 90 |
| Midterm Exam | 100 |
| Final Exam | 100 |
| Total | 1010 |

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 F = 0–759

C. Late Assignment Policy

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week of the due date will receive a 10% deduction.
2. Assignments submitted more than one week late will receive a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the course will not be accepted.
4. Late Discussion Board threads or replies will not be accepted.

D. Quizzes/Tests/Exams

For timed quizzes/tests/exams, the student is required to complete the quiz/test/exam within the assigned time. For the student who exceeds this time limit, a penalty of 1 point will be deducted for each minute, or part thereof, he/she exceeds the assigned time limit.

E. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

BUSI 645

Textbook: Martocchio, *Strategic Compensation* (2017).

| MODULE/ WEEK | READING & STUDY | ASSIGNMENTS | POINTS |
|-------------------------|---|--|----------------|
| 1 | Martocchio: chs. 1–2 1 presentation | Course Requirements Checklist Class Introductions DB Forum 1 | 10 0 100 |
| 2 | Martocchio: chs. 3–4 1 presentation | Case Study 1 | 100 |
| 3 | Martocchio: chs. 5–6 1 presentation | DB Forum 2 | 100 |
| 4 | Martocchio: chs. 7–8 1 presentation 1 website | Case Study 2 Midterm Exam | 100 100 |
| 5 | Martocchio: ch. 9 1 presentation | DB Forum 3 Group Project – Outline | 100 10 |
| 6 | Martocchio: chs. 10–11 1 presentation | Case Study 3 | 100 |
| 7 | Martocchio: chs. 12–13 1 presentation | Group Project – Final | 90 |
| 8 | Martocchio: ch. 14 1 presentation | DB Forum 4 Final Exam | 100 100 |
| TOTAL | | | 1010 |

DB = Discussion Board

NOTE: Each course module/week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.