Spring 2010
Course Syllabus
HUMR 427---Compensation

Professor: Dr. Dave Terpstra
Cheney Office (main): Kingston Hall 310 ------- Office Hours: T, Th, F 2-4

Required Text

Course Description and Objectives
This course focuses on the management of employee compensation. Topics covered include compensation theories and models, job analysis, job evaluation, the development of pay structures, performance appraisal, incentive plans and performance-based pay systems, and benefits. The major objectives of this course are as follows:

1) to examine the current state of compensation management;
2) to examine the implications of recent theoretical and research developments related to compensation decisions;
3) to develop skills in making compensation management decisions.

Teaching Methods
Knowledge and skills will be gained through the following methods: 1) reading the assigned textbook; 2) lecture content; 3) class discussions; and 4) group projects.

Grading System and Policies
The determinants of your final grade will be as follows: 1) Quiz #1 = 30%; 2) Quiz #2 = 25%; 3) Quiz #3 = 20%; 4) Group projects = 15%; and 5) Class participation/discussion = 10%. These point sources are described in greater detail below:

1-3) The 3 quizzes will be based on the text, lectures, and group projects.

4) There will be 3 small-group projects assigned during the quarter. Each project is worth 5 percentage points (3 x 5% = 15%). The projects involve compensation case analyses and exercises; and the results will be presented by way of both a brief written report and a formal class presentation.

5) Class participation/discussion grading is based partially on the quality of comments made in class. Evidence of familiarity with and knowledge of the assigned readings will be heavily weighted. Participation in group projects, attendance, tardiness, and general 'class citizenship' behavior will also be factored in.
Tentative Schedule and Topics

Mar. 30 -- Introduction/Icebreaker

Apr.  1 -- Chapters 1&2 -- Models/Definitions
       6 -- Chapters 3&4 -- Job Analysis
       8 -- Form Groups // Begin Group Project #1 (Job Analysis)
       13 -- Group Project Report #1 Due (Job Analysis)
       15 -- Open Date
       20 -- Chapters 5&6 -- Job Evaluation // Quiz Review
       22 -- Quiz #1 (Chapters 1-6)
       27 -- Chapters 7&8 -- Pay Level and Structure
       29 -- Begin Group Project #2 (Pay Structure)

May  4 -- Work on Group Project #2 (Pay Structure)
       6 -- Group Project Report #2 Due (Pay Structure)
       11 -- Chapters 9&10 -- Motivation/Incentives // Quiz Review
       13 -- Quiz #2 (Chapters 7-10)
       18 -- Chapter 11 -- Performance Appraisal
       20 -- Begin Group Project #3 (Performance Appraisal)
       25 -- Work on Group Project #3 (Performance Appraisal)
       27 -- Group Project Report #3 Due (Performance Appraisal)

Jun.  1 -- Chapters 12&13 -- Benefits
       3 -- Course Summary // Quiz Review
       9 -- Quiz #3 (Wed.,10 a.m.) (Chapters 11, 12, & 13)