COMPENSATION ADMINISTRATION
HUMR 427-40
Spring 2010

Instructor: Alan K. Hill, MBA/HRM
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Classroom: Riverpoint Campus, Room #228; office hours begin 5:00 p.m.,
Tuesdays in Room # 234

Text: Milkovich, George T., Newman, Jerry M., and Gerhart, Barry; Compensation,
10th Ed.; McGraw-Hill Irwin

Resources: Our main resource is the Milkovich text, which is required reading. As in other
classes, you will find that cases, exercises and related articles will be used
extensively. The Wall Street Journal will be referred to regularly.

Overview: This compensation course is designed to focus on the principles, contemporary
problems and practice issues of compensation in human resource management.
Strategic H.R. management is becoming more important to the survival and
success of today’s organizations. We will also examine this compensation issue
from an individual’s perspective.

The learning environment will include individual and team work, lectures,
discussions, exercises (primarily from the text), as well as the internet and field
work. We will get outside the classroom, seeing and experiencing the
employment world as it is today.

Objectives: Within the framework of this course we will each:
  ▪ Identify & explain the main concepts of compensation
  ▪ Examine the current trends in compensation
  ▪ Explore best practices/best fit of compensation in organizations
  ▪ Proactively formulate some approaches to compensation issues

Participation: To meet the course objectives it is important that we each contribute to the best of
our ability. Speak-up, learn, grow, think, feel, and push our collective thinking
beyond the traditional limits. Share your thoughts. Read the material and be
prepared to discuss it.
Attendance: Prepare yourself to be present at each class. Attendance is part of your grade. If there is a significant problem I will work with you. Let me know ahead of time.

Presentations: As part of a group or on an individual basis, each person is expected to participate in one presentation. A roster will be available from which to pick a topic and there will be a sign-up sheet to list a date for the presentation. Use and cite several resources. One paper, from three to five pages in length, is to be turned in with each presentation. Please have fun with this segment of the class work. Help us all expand our minds. Experiment with interesting ways to present your material. Use the Internet, games, contests, etc. Be creative.

Grades: Cumulative course grading is allocated in the following manner:

95% = A  
85% = B  
75% = C

These percentages are based on points:

- Attendance 100  
- Participation 100  
- Mid-Term 200  
- Presentation 300  
- Final exam. 300  

1,000

Exams: Mid-term will be a mix of true/false, multiple choice, and short-answer questions. Final examination will be four essay questions.

Quizzes: Each Tuesday afternoon, expect to answer one or two quiz questions from the chapters scheduled to be covered that day.

Expectations:

- Honesty - each person must do their own work with integrity. And when acknowledging source works for papers or presentations, give credit to others where appropriate.
- Written work – where spelling, grammar, and deadlines are concerned; proof your work, you are responsible, do the best you can.
- Where late work is concerned - no problem, but you automatically lose one grade step.
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