



## Course Specifications

<b>Course Title:</b>	<b>Benefits and Compensation Management</b>
<b>Course Code:</b>	<b>HRM1312</b>
<b>Program:</b>	<b>Human Resources Management</b>
<b>Department:</b>	<b>Human Resources Management</b>
<b>College:</b>	<b>College of Business Administration</b>
<b>Institution:</b>	<b>Dar Al Uloom University</b>

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## A. Course Identification

<b>1. Credit hours: 3 Hours</b>
<b>2. Course type</b> a. University <input type="checkbox"/> College <input checked="" type="checkbox"/> Department <input type="checkbox"/> Others <input type="checkbox"/> b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
<b>3. Level/year at which this course is offered: Fifth / Third year</b>
<b>4. Pre-requisites for this course (if any): HRM1221</b>
<b>5. Co-requisites for this course (if any): None</b>

### 6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Distance learning		
5	Other		

### 7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	<b>Total</b>	45

## B. Course Objectives and Learning Outcomes

### 1. Course Description

An exploration of alternative compensation philosophies. Topics include strategies of employee compensation, incentives to productivity, employee motivation, and performance appraisal. Incentive strategies such as cash, employee ownership and non-monetary rewards are explained and evaluated in various situations. This course also covers techniques for identifying and classifying critical job components and observable standards and measures, setting compensation for job performance, and developing an executive compensation program. The relationship between compensation, motivation, performance appraisal, and performance within the organizations is discussed in this course.

## 2. Course Main Objective

At the end of the course, students should be able to do the following: 1. Understand the various components and theories of employee compensation. 2. Develop knowledge about total compensation systems, interrelationship among employee performance, intrinsic and extrinsic rewards. 3. Understand compensation management theories that will be combined with organization mission statements to determine best practices. 4. Know the main areas of pay and benefit practices including job evaluation, salary surveys, individual and group performance

## 3. Course Learning Outcomes

CLOs		Aligned PLOs
<b>1</b>	<b>Knowledge and Understanding</b>	
1.1	Define the basic compensation and benefit concepts, theories, objectives, policies, and techniques.	K.1
1.2	Discuss cross-cultural diversity impacts on different methods and techniques of compensation and benefits system	K.2
1.3	Exhibit ongoing knowledge and understanding of contemporary developments in the field of employee's compensation and benefits	K.3
1.4	Integrate research methodology and methods into different compensation and benefits issues	K4
<b>2</b>		
2.1	Apply the concepts, principles, and theories, related to compensation and benefits management.	S.1
2.2	Adopt compensation and benefits strategies used in most national and international companies to resolve business issues	S.2
2.3	Critically evaluate compensation practices and actions towards business ethics and corporate social responsibility	S.3
<b>3</b>	<b>Values:</b>	
3.1	Exhibit commitment to personal, professional, and academic issues in compensation practices in organizational setting.	V.1
3.2	Demonstrate the ability to independently to make decisions related to compensation issues	V.2

## C. Course Content

No	List of Topics	Contact Hours
1	The Pay Model	6

2	Strategy: The Totality of Decisions	6
3	Internal Alignment: Determining the Structure	6
4	External Competitiveness: Determining the Pay Level	6
5	Employee Contributions: Determining Individual Pay	6
6	Employee Benefits	3
7	Compensation of Special Groups	3
8	International Pay Systems	3
9	Management: Making it Work	6
<b>Total</b>		<b>45</b>

## D. Teaching and Assessment

### 1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	<b>Knowledge and Understanding</b>		
1.1	Define the basic compensation and benefit concepts, theories, objectives, policies, and techniques.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Reflective Discussion)	Computerized Exams (T/FQ, MCQ, and Short/Long essays) Quiz and homework on MacGraw Hill Platform
1.2	Discuss cross-cultural diversity impacts on different methods and techniques of compensation and benefits system	Direct (Lecture, Demonstration) Indirect (Case Study) Interactive (Discussion)	Computerized Exams (Long essays, Case study) Written Assignments (case studies, and report). Quiz and homeworks.
1.3	Exhibit ongoing knowledge and understanding of contemporary developments in the field of employee's compensation and benefits.	Direct (Lecture, Demonstration) Indirect (Case Study) Interactive (Discussion)	Computerized Exams (Long essays, Case study) Written Assignments (case studies, and report). Quiz and homeworks.
1.4	Integrate research methodology and methods into different compensation and benefits issues	Direct (Lecture, Demonstration) Indirect(Case Study) Interactive (Discussion)	Written Exams (Short and Long essays,, Case study)
2.0	<b>Skills</b>		
2.1	Apply the concepts, principles, and theories, related to compensation and benefits management.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (Short and Long essays) Written Assignments (Essays and Reports)
2.2	Adopt compensation and benefits strategies used in most national and international companies to resolve business issues	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective	Written Exams (Short and Long essays) Written Assignments (Essays and Reports)

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
		discussion) Interactive (Discussion)	
2.3	Critically evaluate compensation practices and actions towards business ethics and corporate social responsibility	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (Short and Long essays) Written Assignments (Essays and Reports)
<b>3.0</b>	<b>Values</b>		
3.1	Exhibit commitment to personal, professional, and academic issues in compensation practices in organizational setting.	Interactive (Brainstorming, Cooperative learning) Independent (Reports, and projects)	Presentations (formal discussion individual and group) Projects and case studies.
3.2	Demonstrate the ability to independently to make decisions related to compensation issues	Interactive (Brainstorming, Cooperative learning) Independent (Reports, and projects)	Projects and case studies.

## 2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10
2	Homeworks/Assessments/Projects	During Semester	20
3	Midterm Exam	9	30
4	Final Exam	16	40

\*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

## E. Student Academic Counseling and Support

**Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:**

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

## F. Learning Resources and Facilities

### 1. Learning Resources

<b>Required Textbooks</b>	Milkovich, G., Newman, J., Gerhart, B. (2017). Compensation. 12th Edition, USA: McGraw-Hill Higher Education
<b>Essential References Materials</b>	Journals and Reports distributed on the bases of lectures delivered to the students.
<b>Electronic Materials</b>	Internet resources, Lecture slides-video
<b>Other Learning Materials</b>	Magazines and Newspaper

### 2. Facilities Required

Item	Resources
<b>Accommodation</b> (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
<b>Technology Resources</b> (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
<b>Other Resources</b> (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

## G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	Students	Indirect
Effectiveness of teaching and assessment.	Peer reviewer	Indirect
Course learning outcomes assessment.	Faculty members	Direct
Quality of learning resources	Students	Indirect

**Evaluation areas** (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

**Evaluators** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify)

**Assessment Methods** (Direct, Indirect)

## H. Specification Approval Data

<b>Council / Committee</b>	HRM DEPARTMENT COUNCIL - COB
<b>Reference No.</b>	
<b>Date</b>	APRIL 3, 2022


