



Course Specifications

Course Title:	Benefits and Compensation Management
Course Code:	HRM1312
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar AlUloom University

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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
1	Knowledge:	
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	Differentiate between various compensation and benefits strategies employed by organizations.	K.3
1.4	Integrate decision -making process into different compensation and benefits issues.	K.4
2	Skills:	
2.1	Analyze the effect of business environment on 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
3	Competence:	
3.1	Demonstrate interpersonal and teamwork skills to develop compensation and benefits plans.	C.1
3.2	Show leadership skills in development of innovative and practical compensation and benefits plans.	C.2
3.3	Apply compensation and benefits concepts, techniques, models and problem-solving methodologies in managing compensation and benefits system.	C.4&C.6

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
Total		45

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	Knowledge:		
1.1	Define the basic compensation and benefit concepts, theories, objectives, policies, and techniques.	Direct (Lecture, Demonstration) Indirect (Case Study) Interactive (Discussion)	Written Exams (T/FQ, MCQ, Short and Long essays)
1.2	Discuss cross-cultural diversity impacts on different methods and techniques of compensation and benefits system.		
1.3	Differentiate between various compensation and benefits strategies employed by organizations.		Written Exams (Short and Long essays,, Case study)
1.4	Integrate decision -making process into different compensation and benefits issues.		
2.0	Skills:		
2.1	Analyze the effect of business environment on 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.		
2.3	Critically evaluate compensation practices and actions towards business ethics and corporate social responsibility.		
3.0	Competence:		
3.1	Demonstrate interpersonal and teamwork skills to develop compensation and benefits plans.	Interactive (Discussion, Cooperative learning) Independent (Project, Homework, Assigned Questions)	Presentations (formal discussion individual and group) Projects
3.2	Show leadership skills in development of innovative and practical compensation and benefits plans.		
3.3	Apply compensation and benefits concepts, techniques, models and problem-solving methodologies in managing compensation and benefits system.		

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	Mid term	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

Required Textbooks	Milkovich, G., Newman, J., Gerhart, B. (2017). <i>Compensation</i> . 12th Edition, USA: McGraw-Hill Higher Education.
Essential References Materials	Journals and reports – will be distributed time to time depending upon topics covered during lecture sessions.
Electronic Materials	Power Point slides for each class will be posted on the course website. Feeler to print these before each class
Other Learning Materials	Online Compensation and Benefit policies of various organizations

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (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.	<ul style="list-style-type: none">Students	<ul style="list-style-type: none">Indirect
Effectiveness of teaching and assessment.	<ul style="list-style-type: none">Peer reviewer	<ul style="list-style-type: none">Indirect
Course learning outcomes assessment.	<ul style="list-style-type: none">Faculty members	<ul style="list-style-type: none">Direct
Quality of learning resources	<ul style="list-style-type: none">Students	<ul style="list-style-type: none">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

Council / Committee	HRM DEPARTMENT COUNCIL - COB
Reference No.	
Date	15/08/2019

