WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Compensation Administration: Issues and Practices
COURSE NUMBER: MHR 7505

I. COURSE OBJECTIVES:

Each student will:

1. Be knowledgeable of the historical framework under which present wage and benefit plans were developed and the impact of present day programs on the organizations.

2. Be knowledgeable of how to access the necessary tools and information needed by the HRM professional to accurately gauge effective management of compensation programs.

3. Be knowledgeable of the various types of incentive plans, pay models, employee benefit plans, and legislation affecting compensation and employee benefits.

4. Be knowledgeable of how these practices and issues affect unionized and non-unionized organizations.

5. Demonstrate the ability to assimilate and communicate knowledge, ideas and innovations concerning compensation administration issues and practices.