COURSE DESCRIPTION:
This course examines compensation administration issues and practices and their impact on the work environment. Topics discussed include wage and salary administration, incentive plans, employee benefit plans, health care, and employee assistance programs. The ways in which these issues and practices are integrated into unionized and non-unionized environments are explored. An historical framework is also provided to allow the participants to analyze historical trends as future needs.

MAJOR INSTRUCTIONAL GOALS:
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.

PROGRAM COMPETENCIES: (Intended student learning outcomes)
- Develop an understanding of contemporary leadership and management models and theories.
- Develop an understanding and the ability to apply change frameworks and models.
- Articulate personal values and goals as guideposts to personal behavior.

WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)

Oral Communication
- Speak with confidence, clarity, and conciseness.
- Research, prepare, and deliver professional presentations.

Written Communication
- Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
- Use appropriate APA format for scholarly writing.

Disciplined Inquiry
- Use quantitative, qualitative, and scientific reasoning to solve problems.
- Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
- Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.

Information Literacy
- Access and use information effectively, efficiently, and appropriately.
- Evaluate the quality of sources and content.
- Use technology to effectively locate and communicate information.

Ethics
- Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

METHODOLOGY:
A. Teaching Methods: Describe what methods will be used to convey information to students.
B. Evaluation Procedures: Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)
C. Major Assignments used for Outcomes Assessments: Describe any Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a
mandatory assessment used in all sections of all courses.

**COURSE SCHEDULE AND CHECKLIST:**
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, *Your instructional designer can help you build this table from the Grade Center in Blackboard.*