

# Business Administration

Course Number: **BUAD 376**

Course Title: **COMPENSATION AND BENEFITS**

Credits: 3

Calendar Description: This course provides an in-depth study of compensation and benefits. Legislation, union and non-union environments, direct and indirect compensation systems, and current topics are included.

Semester and Year: **Winter 2015**

Prerequisite(s):

**Professors**

<b>Name</b>	<b>Phone number</b>	<b>Office</b>	<b>Email</b>
Roger Wheeler	762-5445 #4226	Kelowna: C119	<a href="mailto:rwheeler@okanagan.bc.ca">rwheeler@okanagan.bc.ca</a>

**Learning Outcomes**

Upon completion of this course students will be able to:

- Describe the strategic purpose of compensation and reward systems.
- Determine a best fit for compensation w w( )TJ 0 Tc 0 n 0 11.04

**Evaluation Procedure**

Team Simulation Project (Phase I, II & III – 15% each)	45%
Chapter Quizzes	5%
Class Participation	10%
Final Exam	40%
Total	100%

**Notes**

To receive a passing grade, students must pass the Simulation Project and the Final Exam.

The first part of the course involves heavy reading that is essential for the background that is required to use the simulation. Readings are to be completed prior to attending class.

Due to the nature of this class, class participation and professionalism is essential. Class participation grades will be assessed as follows:

- Anyone who attends all classes and appears to make a conscious effort

## Course Schedule

Date		Topic	Textbook
Week of:		Mon. Jan 5 Classes begin Family Day Feb 9 & Feb 10 to 13 Reading Break – no classes Good Fri. Apr 3 & Easter Mon. Apr 6 – no classes Tues. Apr 14 Last day of regularly scheduled classes	
Jan	6 & 8	A Road Map to Effective Compensation Evaluating Individuals <i>Team Formation and Performance Management</i>	Ch 1 Ch 10
	13 & 15	A Strategic Framework for Compensation A Behavioural Framework for Compensation <b>Team List Due</b>	Ch 2 Ch 3

Components of Compensation Strategy

20 & 22

