SHRM 345-01 Compensation

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SYLLABUS

Williams College of Business Mission Statement
“We educate students of business, enabling them to improve organizations and society, consistent with the Jesuit tradition.”

Text
Compensation/ Milkovich/ 11th edition

Course Objective
The course focuses on managing employee compensation in today’s organizations. The major objectives are the following:

- examine the current state of compensation decision making
- examine how theoretical and research developments inform compensation decisions
- offer an opportunity to develop skills in making compensation decisions.

Learning Goals – Williams College of Business

Undergraduate Program

Critical Thinking

Learning Goal: WCB graduates will be able to think logically, reason quantitatively, and utilize appropriate analytical techniques and technology when evaluating and making decisions.

Corresponding Objectives:

* (1) WCB students will collect, evaluate and synthesize information to offer solutions and support decision making.

* (2) WCB students will evaluate and articulate implications of business decisions and their impact on organizational stakeholders, both individually and in teams.

* Ethics and Social Responsibility
Learning Goal: WCB graduates will be able to recognize ethical issues, discern moral implications of decision making, and be prepared, and willing, to serve as responsible and professional members of society.

Corresponding Objectives:

* (1) WCB students will recognize ethical issues and their implications on personal and business decisions.

* (2) WCB students will demonstrate the skills necessary to analyze information and make informed, ethical decisions in complex, conflicting or ambiguous environments or situations.

**Effective Written and Oral Communication**

Learning Goal: WCB graduates will be able to organize, support and communicate ideas clearly and effectively, employ multiple mediums of communication (e.g., written, oral and visual), and adapt communication to audience, context or purpose.

Corresponding Objectives:

* (1) WCB students will produce business documents and reports demonstrating their ability to organize and communicate ideas clearly and professionally.

* (2) WCB students will make effective presentations, accompanied by the appropriate technology, demonstrating their ability to organize and communicate ideas clearly and professionally, both individually and in teams.

**Global Perspective and Cultural Diversity**

Learning Goal: WCB graduates will appreciate the historical and cultural contexts of the world in which they live, demonstrate the competencies required for engaging in global business activities, and respect and value diverse peoples and perspectives.

Corresponding Objectives:

* (1) WCB students will identify and contrast key attributes of countries’ business environments.

* (2) WCB students will evaluate and integrate global economic, political, technological, environmental and societal issues into their decision making.

* (3) WCB students will integrate the concepts of respect, inclusiveness and valuing all persons into their decision making.

**Understanding and Application of Knowledge Across Business Disciplines**

Learning Goal: WCB graduates will be able to evaluate business from an integrative and holistic point of view, leverage the synergies between functional business areas, and demonstrate college-level mastery of their chosen discipline.
Corresponding Objectives:

* (1) WCB students will demonstrate the appropriate knowledge of accounting, economics, finance, management, management information systems, marketing, quantitative business analytics, international issues, and the legal and social environment of business.

* (2) WCB students will evaluate business problems from an integrative point of view, including diverse business functions, competition and external environment (social, political, economic, and environmental.)

* (3) WCB students will demonstrate college-level mastery of the body of knowledge and skills relative to their major. (To be determined at the departmental level.)

* Personal and Professional Development

Learning Goal: WCB graduates will be well-prepared for their future careers and appreciate the importance of continuous professional development and life-long learning.

Corresponding Objective:

* WCB students will articulate career goals, prepare a professional resume, demonstrate behavior-based interviewing techniques and develop a professional network.

**Grading**

<table>
<thead>
<tr>
<th>Points</th>
<th>Description</th>
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<tbody>
<tr>
<td>100</td>
<td>Attendance/ Participation group class exercises</td>
</tr>
<tr>
<td>50</td>
<td>Presentations</td>
</tr>
<tr>
<td>150</td>
<td>Mid Term</td>
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<tr>
<td>200</td>
<td>Final Exam</td>
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Grading Standards

<table>
<thead>
<tr>
<th>Grade</th>
<th>Range</th>
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<tbody>
<tr>
<td>A</td>
<td>450 - 500</td>
</tr>
<tr>
<td>B</td>
<td>400 - 450</td>
</tr>
<tr>
<td>C</td>
<td>350 - 399</td>
</tr>
<tr>
<td>D</td>
<td>295 - 349</td>
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<tr>
<td>F</td>
<td>294 or below</td>
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</tbody>
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Extra credit
- One opportunity 15 points job analysis and price a job. Will discuss in class and will be due April 18, 2017
# Reading Assignments

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Jan 9</th>
<th>Introductions, Syllabus, Pick partner(s) and discuss presentation and Chapter 17</th>
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</thead>
<tbody>
<tr>
<td>Week 2</td>
<td>Jan 17</td>
<td>Chapter 1 Submit Presentation Topic</td>
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<td>Week 3</td>
<td>Jan 24</td>
<td>Chapter 2</td>
</tr>
<tr>
<td>Week 4</td>
<td>Jan 31</td>
<td>Chapter 3 – Time in class to work on Presentations</td>
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<tr>
<td>Week 5</td>
<td>Feb 7</td>
<td>Chapter 4</td>
</tr>
<tr>
<td>Week 6</td>
<td>Feb 14</td>
<td>Chapter 5 and Review</td>
</tr>
<tr>
<td>Week 7</td>
<td>Feb 21</td>
<td>Mid Term</td>
</tr>
<tr>
<td>Week 8</td>
<td>Feb 28</td>
<td>Chapters 6 and 7</td>
</tr>
<tr>
<td>Week 9</td>
<td>Mar 7</td>
<td>Spring Break</td>
</tr>
<tr>
<td>Week 10</td>
<td>Mar 14</td>
<td>Chapters 8 and 9</td>
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<tr>
<td>Week 11</td>
<td>Mar 21</td>
<td>Chapter 10</td>
</tr>
<tr>
<td>Week 12</td>
<td>Mar 28</td>
<td>Chapter 12</td>
</tr>
<tr>
<td>Week 13</td>
<td>Apr 4</td>
<td>Chapter 13</td>
</tr>
<tr>
<td>Week 14</td>
<td>Apr 11</td>
<td>Chapter 14</td>
</tr>
<tr>
<td>Week 15</td>
<td>Apr 18</td>
<td>Chapter 15 Extra credit due</td>
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<tr>
<td>Week 16</td>
<td>Apr 25</td>
<td>Chapter 18 and Review</td>
</tr>
<tr>
<td>Week 17</td>
<td>May 2</td>
<td>Final Exam</td>
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</tbody>
</table>

*It is very important to complete the assigned readings prior to class in order to understand the concepts covered during the lectures and to make a substantial contribution to the class discussion. Discussion and questions are very welcomed. This class is for YOU.*

## Missed Exams

Exams are to be taken when scheduled unless a valid reason exists and unless the instructor is notified in advance. If the instructor does not believe that a valid reason exists then make-up exams will be more difficult and will receive a 20-point reduction in score.

## Presentation

- Topic from the book submitted on 1/17/17
- 20 - 25 minute presentation and visual aids
- Be graded on topic knowledge, presentations (speak clearly flow of presentation, dress, etc), ability to answer questions at the end and visual aid

## Academic Misconduct

If an academic misconduct occurs the instructor will impose the strongest sanctions that the University permits.
Useful Websites

- American Compensation Association:  www.acaonline.org/
- Benefits Link:  www.benefitslink.com/index/
- American Management Association:  www.amanet.org/
- FedStats:  www.fedstats.gov/
- Society for Human Resource Management:  www.shrm.org/
- Library of Cornell’s School of Industrial and Labor Relations:  www.ilr.cornell.edu
- Salary.Com:  www.salary.com
- America’s Career Infonet:  www.acinet.org
- Economic Research Institute:  www.erieri.com/doltrends
- Futurestep:  www.futurestep.com
- Jobstar:  www.jobstar.org