From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the overall level of difficulty of this course?

Level of demand = 9

This course requires a three-part group project consisting a compensation simulation, 2 exams, and 6 discussion board postings. This course should be taken with other courses within an 8-week format with a lower level of difficulty.

From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the level of reading requirements in this course?

Level of demand = 8

Students are responsible for reading one-two chapters each week. Each chapter should be read thoroughly at least once with subsequent review prior to the exam.

From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the level of lecture requirements in this course?

Level of demand = 2

The course contains no video lectures, however, students are responsible for the PowerPoint presentations that are provided which correlate with each chapter of the textbook.

From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the level of online exam requirements in this course?

Level of demand = 9

The course has 2 open book, open note online tests (the midterm and final). Questions come from an exam database. The exams are challenging and require the students to apply compensation management concepts to real world situations as well as have knowledge of the legal guidelines with regard to the compensation process.
From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the level of discussion board requirements in this course?

Level of Demand = 8

In weeks 1, 4 and 6 students will respond to one of the discussion questions provided in the discussion area of the course room. A passing grade for these assignments is not possible if the minimum requirements are not met with regard to content, word count, supporting sources, and APA formatted references and in-text citations.

Additionally, in weeks 1, 4 and 6 students will respond to one of their peer’s discussion responses. These responses will follow a 2x2 format of critical review while contributing to the substance of the discussion regarding the topic. These responses must also follow the minimum requirements for a passing grade.

From a Scale of 1-10 (1=low demands; 5= moderate demands; 10 = very demanding), how would you rate the level of the written paper requirements in this course?

Level of Demand = 9

Additional Comments:

The group project (the simulation) is challenging and will require each member of the group to participate in an active and timely manner. Communication and effort must be optimal.

This course is demanding and requires weekly assignments to be completed on time for successful completion.
COURSE SYLLABUS
SCHOOL OF BUSINESS
BUSI 645
COMPENSATION MANAGEMENT

COURSE DESCRIPTION
This course will focus on the critical issues related to the strategic management of the organization’s compensation and benefit system. Topics discussed will include the components and strategic analysis of compensation systems, bases for pay, designing compensation systems, legally required and discretionary employee benefits, and contemporary strategic compensation challenges. Students will learn to apply tools for decision-making in complex, compensation related environments, as well as design, develop, and implement compensation strategies that achieve value-added results, thereby enabling organizations to more effectively and efficiently achieve their goals.

RATIONALE
This course directly supports AIMS 1–10 of Liberty University’s Statement of Purpose. The human resource manager must have the necessary skills to be able to design, implement, and manage an effective compensation and benefit program to support the strategic mission of the organization. These tools will be the foundation upon which the human resource manager will be able to provide complex decisions with regard to the efficiency and effectiveness of the organization’s compensation program.

I. PREREQUISITES
Acceptance, or conditional acceptance, to the Liberty University MBA program and completion of BUSI 642.

II. REQUIRED TEXTBOOK

This textbook may be purchased from: www.mbsdirect.net

III. RECOMMENDED

IV. MATERIALS FOR LEARNING
A. Internet access (broadband or cable recommended) and Microsoft Word
B. Textbook
C. Holy Bible
V. MEASURABLE LEARNING OBJECTIVES

A. Identify the contextual factors of a strategic compensation analysis.

B. Describe the influences on compensation practices and the traditional bases for pay.

C. Understand the differences between and appropriate use of incentive and person-focused pay.

D. Assess the building of internally consistent and market-competitive compensation systems.

E. Examine pay structures and legally required benefits.

F. Evaluate the purpose and effectiveness of discretionary benefits.

G. Recognize the challenges of international and executive compensation.

H. Appraise the elements and implications of compensating the flexible workforce.

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

A. Textbook readings

B. Discussion boards
   Each student is required to answer one of the discussion questions provided in the week assigned and to respond to one other student’s posting using the 2x2 response method: 2 positive evaluative comments and 2 constructive critical comments.

C. Three-part group collaborative research project
   This project will allow the student to design a training program for a small business. The first part (due week 2) is comprised of the strategic analysis for the Sonic Simulation. The second part (due week 5) is Section 1 of the Sonic Simulation. The third part (due week 7) is Section 2 of the Sonic Simulation.

D. Exams (2)
**VII. Evaluation and Grading**

A. Points

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>Group Project: Strategic Analysis – Sonic Simulation</td>
<td>100</td>
</tr>
<tr>
<td>Group Project: Section 1 – Sonic Simulation</td>
<td>100</td>
</tr>
<tr>
<td>Group Project: Section 2 – Sonic Simulation</td>
<td>150</td>
</tr>
<tr>
<td>Discussion Board Postings (3)</td>
<td>180</td>
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<tr>
<td>Discussion Board Responses (3)</td>
<td>120</td>
</tr>
<tr>
<td>Midterm Exam Chapters 1–6</td>
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<tr>
<td>Final Exam Chapters 7–14</td>
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<tr>
<td><strong>Total Points</strong></td>
<td><strong>1000</strong></td>
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</tbody>
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B. Scale

A = 900–1000  B = 800–899  C = 700–799  F = 699 and below
# COURSE CHART

**BUSI 645: COMPENSATION MANAGEMENT**


<table>
<thead>
<tr>
<th>Module/Week</th>
<th>Reading Assignment</th>
<th>Learning Outcomes</th>
<th>Learning Activities</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chs. 1 &amp; 2</td>
<td>1.1–1.4</td>
<td>Discussion Board 1 DB Response</td>
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</tr>
<tr>
<td>2</td>
<td>Chs. 3 &amp; 4</td>
<td>2.1–2.4</td>
<td>Group: Strategic Analysis – Sonic Simulation</td>
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</tr>
<tr>
<td>3</td>
<td>Chs. 5 &amp; 6</td>
<td>3.1–3.4</td>
<td><strong>Midterm Exam</strong></td>
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</tr>
<tr>
<td>4</td>
<td>Chs. 7 &amp; 8</td>
<td>4.1–4.4</td>
<td>Discussion Board 2 DB Response</td>
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<td>5</td>
<td>Chs. 9 &amp; 10</td>
<td>5.1–5.4</td>
<td>Group: Section 1 – Sonic Simulation</td>
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<td>Ch. 11</td>
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<td>Discussion Board 3 DB Response</td>
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<td>40</td>
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<td>Chs. 12 &amp; 13</td>
<td>7.1–7.4</td>
<td>Group: Section 2 – Sonic Simulation</td>
<td>150</td>
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<tr>
<td>8</td>
<td>Ch. 14</td>
<td>8.1–8.4</td>
<td><strong>Final Exam</strong></td>
<td>200</td>
</tr>
</tbody>
</table>

**Total Points** | **1000**

DB = Discussion Board