

SYLLABUS
CURRENT ISSUES IN COMPENSATION AND BENEFITS
250-752 – Summer 2007

Dr. Richard J. Wagner	Office:	C5059
Management Department	Phone/Voice Mail:	(262) 472-5478 (office)
University of Wisconsin-Whitewater	Phone/Voice Mail:	(262) 473-7940 (home)
Whitewater, WI 53190	Fax:	(262) 472-4863 (office)
	E-mail:	

Office hours:

Tuesday/Thursday 8:30 - 11:00 AM
I will be on line frequently so e mail works great for me.

Class Meeting

250752-01 This is an on-line class.

Course Objectives:

See the individual book and chapter objectives - attached.

Catalog Description:

An examination of compensation programs in profit/ nonprofit organizations. It is concerned with a detailed study of job structures, job evaluation, performance appraisal, wage surveys, basic systems/plans of compensation, and fringe benefits. Attention is focused on a limited number of topics from these areas so more crucial concepts/methods may be dealt with in-depth.

Grading Procedures:

Mid term exam (Compensation)	200
Final exam (Benefits)	200
Individual project (2)	200 (100 points each)
Participation in group discussions	200
Individual module feedback (IMF's)	200

Final grades will be determined as follows:

940 - 1000	points	A
880 - 939	points	A/B
830 - 879	points	B
780 - 829	points	B/C
700 - 779	points	C
600 - 690	points	D
Less than 600	points	F

200 points for participation in the group discussions

100 of these points will be based on an evaluation done by each group for all group activities. Members will assign each group member from 0 to 100 points based on their participation in these activities. These evaluations will be confidential and your grades for this portion will be based on the average number of points assigned by each group. The other 100 points will be assigned by the instructor, based on involvement in these group discussions.

Individual Module Feedback (200 points total)

For selected modules I will assign a project or case study for you to complete on an individual basis. These will be graded and returned the following week and will be based on class material, text material and other material as assigned.

Individual project/papers (100 Points each – 200 total)

Each student will complete two papers/projects for this class on one topic from compensation and one topic from benefits.

- The choice of specific topics is up to you - as long as it is appropriate to the course and is approved by me. Topics should be of interest to the writer and the reader. Topics could include any of the following:

- < An update on material from class (texts)
- < An expansion of materials from class (texts)

- < A related topic we don't cover in class
- < A topic built on a 'case study' from your own experience (note - don't just tell the story - relate the case to 'conceptual material' from the course or your research)
- < Something else you like.

Grading for individual papers/projects

Interest level of project	20 points
Quality of your 'research'	30 points
Completeness of research	30 points
<u>Quality of write-up (refs, tables, etc)</u>	<u>20 points</u>
TOTAL	100 POINTS

Exams:

There will be an exam after each of the two topics in the class. Both will be comprehensive and will consist of essay questions (both short and long essays).

NOTE:

The University of Wisconsin-Whitewater is dedicated to a safe, supportive and non-discriminatory learning environment. It is the responsibility of all undergraduate and graduate students to familiarize themselves with University policies regarding Special Accommodations, Misconduct, Religious Beliefs Accommodation, Discrimination and Absence for University Sponsored Events. (For details please refer to the Undergraduate and Graduate Timetables; the "Rights and Responsibilities" section of the Undergraduate Bulletin; the Academic Requirements and Policies and the Facilities and Services sections of the Graduate Bulletin; and the "Student Academic Disciplinary Procedures" [UWS Chapter 14]; and the "Student Non-academic Disciplinary Procedures" [UWS Chapter 17]).

Students With Disabilities Statement

Students with documented disabilities through the Center for Students with Disabilities (CSD) are encouraged to discuss their accommodation needs with their instructors during the first week of class. Students must submit their request for services sheet to their faculty. If necessary the forms can be emailed directly to the instructor from the CSD. Students have primary responsibility in coordinating testing accommodations. Students must have instructor approval prior to taking tests. Students who are interested in services should contact the CSD regarding documentation and services. The CSD phone number is 262 472-4711 email csdat@uww.edu

Attendance Policy

There is no class – but everything is due on time. Being late will require special permission. Communicate with me if you have a problem.

Course Materials

The texts/materials for this course are:

Strategic Compensation: A Human Resource Management Approach (4th. ed). Joseph J. Martocchio. Pearson/Prentice-Hall (2006). ISBN: 0-13-186877-2.

Note: There is a lot of unique and required information contained on the CD-Rom's. This material is available in two formats – on a CD-Rom from the UW-W Bookstore and as a streaming video download form the UW-W server. The streaming video probably works best if you have a DSL internet connection.

CD-Rom "Seminar in Compensation and Benefits". (2007). Wagner, Richard J.

Streaming server link: <http://onlinemba.uww.edu/media/mgt752>

The following is tentative, and may be changed as needed at the discretion of the Instructor.

DATE MODULE OPENS	DATE MODULE IS DUE	TOPIC	MODULE
May 29	June 4	Introduction to the course Strategic Compensation Chapter 1	Module 1
May 29	June 4	Strategic Compensation in action/contextual influences on compensation Chapters 2 & 3	Module 2
June 4	June 11	Seniority and Merit Pay Chapter 4	Module 3
June 4	June 11	Incentive pay Chapter 5	Module 4
June 4	June 11	Person-focused pay Chapter 6	Module 5
June 11	June 18	Internal and external consistency Chapters 7 & 8	Module 6
June 11	June 18	Recognizing individual contributions Chapter 9	Module 7
June 18	June 25	EXAM # 1	Module 8
June 18	June 25	Legally required benefits part I Chapter 10	Module 9
June 18	June 25	Compensation papers are due Legally required benefits part II Chapter 10	Module 10
June 25	July 2	Discretionary Benefits part I Chapter 11	Module 11
June 25	July 2	Discretionary Benefits part II Chapter 11	Module 12
July 2	July 6	Motivating people at work	Module 13
July 2	July 6	EXAM #2	Module 14
July 2	July 6	Benefits papers are due	Module 15