LIBERTY UNIVERSITY

Online · School of Business · Graduate Business

Compensation Management

BUSI-645

CG   Section 8WK   11/08/2019 to 04/16/2020   Modified 07/27/2021

🖥 Course Description

The 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 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.

Requisites

For information regarding prerequisites for this course, please refer to the Academic Course Catalog (https://catalog.liberty.edu/).

◎ Rationale

The human resources manager must have the necessary skills to design, implement, and manage an effective compensation and benefit program to support the organization's mission. In addition, anyone within an organization must be aware of how employees are compensated.

📊 Measurable Learning Outcomes

Upon successful completion of this course, the student will be able to:

A. Assess the building of internally consistent and market-competitive compensation systems.
B. Evaluate the purpose and effectiveness of pay structures, legally required benefits, and discretionary benefits.
C. Explain the challenges of international and executive compensation.
D. Integrate compensation management within the context of a biblical worldview.

📘 Course Resources

Click on the following link to view the required resource(s) for the term in which you are registered: Liberty University Online Bookstore (https://bncvirtual.com/liberty).

Additional Materials for Learning

A. Computer with basic audio/video output equipment
B. Internet access (broadband recommended)
C. Canvas recommended browsers (https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66)
D. Microsoft Office
E. The Holy Bible

☰ Course Assignments

Textbook readings and lecture presentations

Course Requirements Checklist

After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in the Course Overview.

Discussions (5)

Discussions are collaborative learning experiences. Therefore, the student is required to post 1 thread of at least 250 words. The student will also post 2 replies of at least 125 words each. For each thread, assertions must be supported with at least 2 citations in current APA format. Each reply must also cite at least 2 sources.

Writing Assignments (3)

The student will submit an essay answering questions posed in the assignment prompt. Each assignment requires 3–4 full pages and at least 5 scholarly sources in current APA format to substantiate the student's position in his/her answer. These exercises are meant to foster the student's comprehensive research skills. If you use the questions as headings in your paper you will receive an automatic 20% deduction. In other words, you are not to write in a question and answer format.

Quiz: Midterm

The Quiz: Midterm will cover the Textbook material for the Chapters 1 through 8. The quiz will be open-book/open-notes, contain 40 multiple-choice questions, and have a 1-hour time limit.

Quiz: Final

The Quiz: Final will cover the Textbook material for Chapters 9 through 16. The quiz will be open-book/open-notes, contain 40 multiple-choice questions, and have a 1-hour time limit.

✔ Course Grading

Course Requirements Checklist	10
Discussions (5 at 100 pts ea)	500
Writing Assignments (3 at 100 pts ea)	300
Quiz: Midterm	100
Quiz: Final	100
Total	1010

✳ Course Policies

Quizzes/Tests/Exams

For timed quizzes/tests/exams, the student is required to complete the quiz/test/exam within the assigned time. For the student who exceeds this time limit, a penalty of 1 point will be deducted for each minute, or part thereof, he/she exceeds the assigned time limit.

🏛 Policies

Late Assignment Policy

Course Assignments, including discussions, exams, and other graded assignments, should be submitted on time.

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week after the due date will receive up to a 10% deduction.
2. Assignments submitted more than one week and less than 2 weeks late will receive up to a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the course will not be accepted outside of special circumstances (e.g. death in the family, significant personal health issues), which will be reviewed on a case-by-case basis by the instructor.
4. Group projects, including group discussion threads and/or replies, and assignments will not be accepted after the due date outside of special circumstances (e.g. death in the family, significant personal health issues), which will be reviewed on a case-by-case basis by the instructor.

Disability Assistance

Students with a disability and those with medical conditions associated with pregnancy may contact Liberty University's Online Office of Disability Accommodation Support (ODAS) at LUOODAS@liberty.edu for accommodations. Such accommodations require appropriate documentation of your condition.   For more information about ODAS and the accommodations process, including how to request an accommodation, please visit https://www.liberty.edu/online/online-disability-accommodation-support/ (https://www.liberty.edu/online/online-disability-accommodation-support/). Requests for accommodations not related to disabilities or pregnancy must be directed to the Registrar's Office, which generally handles medical needs support.

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty's Discrimination, Harassment, and Sexual Misconduct Policy (https://www.liberty.edu/media/1226/Liberty_University_Discrimination_Harassment_and_Sexual_Misconduct_Policy.pdf) or the Student Disability Grievance Policy and Procedures (http://www.liberty.edu/media/8021/Disability_Grievance_Procedures.pdf).

Course Attendance

In an effort to comply with U.S. Department of Education policies, attendance is measured by physical class attendance or any submission of a required assignment within the enrollment dates of the course (such as examinations, written papers or projects, any discussion posts, etc.) or initiating any communication with one's professor regarding an academic subject. More information regarding the attendance policy (https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwiki.os.liberty.edu%2Fdisplay%2FIE%2FOnline%2BAttendance%2Band%2BNon-Attendance&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613719138&sdata=%2BNBTsPOoXuHAPLflSQRugK7cRSuV6UyC7qD3agf3l2k%3D&reserved=0) can be found in the Academic Course Catalogs (https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.liberty.edu%2Findex.cfm%3FPID%3D791&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613729132&sdata=DjjhMiRBhnF%2B2ZJUC8eBd1OdNb26S9ADukODYsilXlA%3D&reserved=0). Regular attendance in online courses is expected throughout the length of the term. Students who do not attend within the first week of a sub-term by submitting a required academic assignment (such as the Course Requirements Checklist, an examination, written paper or project, discussion post, or other academic activity) will be dropped from the course. Students who wish to re-engage in the course are encouraged to contact Academic Advising to discuss their enrollment options. Students who begin an online course, but at some point in the semester cease attending, and do not provide official notification to withdraw, will be assigned a grade of "FN" (Failure for Non-Attendance (https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwiki.os.liberty.edu%2Fdisplay%2FIE%2FUnofficial%2BWithdrawals&data=02%7C01%7Caccollins2%40liberty

). Students wishing to withdraw from courses after the official start date should familiarize themselves with the withdrawal policy.

Grading Scale

A	A-	B+	B	B-	C+	C	C-	D+	D	D-	F
940-1010	920-939	900-919	860-899	840-859	820-839	780-819	760-779	740-759	700-739	680-699	679 and below

For courses with a Pass/NP final grade, please refer to the Course Grading section of this syllabus for the assignment requirements and/or point value required to earn a Passing final grade.

Add/Drop Policy

The full policy statement and procedures are published in the Policy Directory (https://wiki.os.liberty.edu/display/IE/Dropping+and+Adding+Online+Classes).

Honor Code

Liberty University comprises a network of students, Alumni, faculty, staff and supporters that together form a Christian community based upon the truth of the Bible. This truth defines our foundational principles, from our Doctrinal Statement to the Code of Honor. These principles irrevocably align Liberty University's operational procedures with the long tradition of university culture, which remains distinctively Christian, designed to preserve and advance truth. Our desire is to create a safe, comfortable environment within our community of learning, and we extend our academic and spiritual resources to all of our students with the goal of fostering academic maturity, spiritual growth and character development.

Communities are predicated on shared values and goals. The Code of Honor, an expression of the values from which our Doctrinal Statement was born, defines the fundamental principles by which our community exists. At the core of this code lie two essential concepts: a belief in the significance of all individuals, and a reliance on the existence of objective truth.

While we acknowledge that some may disagree with various elements of the Code of Honor, we maintain the expectation that our students will commit to respect and uphold the Code while enrolled at Liberty University.

Adherence to the principles and concepts established within facilitates the success of our students and strengthens the Liberty community.

The Code of Honor can be viewed in its entirety at http://www.liberty.edu/index.cfm?PID=19155 (http://www.liberty.edu/index.cfm?PID=19155).

📅 Schedule

When	Topic	Notes
Course Overview	Student Acknowledgements	Course Requirements Checklist
Module 1: Week 1	Learn	Read: 1 item Watch: 3 items Explore: 1 item
	Apply	Discussion: Strategic Focus on Compensation and Benefits

When	Topic	Notes
Module 2: Week 2	Learn	Read: 2 items Watch: 3 items Explore: 1 item
	Apply	Writing: When Incentive Plans Run Off Assignment
Module 3: Week 3	Learn	Read: 1 item Watch: 3 items Explore: 1 item
	Apply	Discussion: Market Competitive Pay Systems
Module 4: Week 4	Learn	Read: 1 item Watch: 2 items Explore: 1 item
	Apply	Writing: Person-Focused Pay Structures Assignment Quiz: Midterm
Module 5: Week 5	Learn	Read: 1 item Watch: 3 items Explore: 1 item
	Apply	Discussion: Innovative Benefit Practices
Module 6: Week 6	Learn	Read: 1 item Watch: 4 items Explore: 2 item
	Apply	Writing: Innovative Benefits Practice Assignment
Module 7: Week 7	Learn	Read: 1 item Watch: 4 items Explore: 2 item
	Apply	Discussion: Shifting Economic Foundations
Module 8: Week 8	Learn	Read: 1 item Watch: 1 item Explore: 1 item
	Apply	Discussion: Shape of Future Compensation Professionals' Work Quiz: Final