

Syllabus

HRM-470 : Total Rewards

Course Description

This course focuses on how organizations use pay systems and benefits plans to achieve organizational goals. Topics encompass the strategic implementation, administration, maintenance, and control of a comprehensive compensation and benefits program, including an examination of current theory and application.

Credit Hours: 3

Prerequisite Courses: HRM-435 Human Resources Management

Prerequisite Skills and Knowledge: n/a

Course Outcomes

Upon successful completion of this course, you should be able to:

1. Analyze compensation practices and tactics and how they influence organizational strategy.
2. Assess the advantages and disadvantages of each of the various pay bases.
3. Explain how to design, develop, implement, and evaluate compensation policies, programs, and pay structures.
4. Distinguish between legally-required benefits and discretionary benefits
5. Discuss domestic challenges of executive pay and compensating the flexible workforce.
6. Discuss global issues related to compensation.
7. Explain the basic concepts of ethics and fair treatment at work from a Christian worldview within an organization.

Course Textbook

Newman, J. M. & Gerhart, B. (2020). *Compensation* (13th ed.). New York, NY: McGraw-Hill Education.

Course Technology

None.

IWU Diversity Statement

IWU, in covenant with God's reconciling work and in accordance with the Biblical principles of our historic Wesleyan tradition, commits to build a community that reflects Kingdom diversity.

We will foster an intentional environment for living, teaching, and learning, which exhibits honor, respect, and dignity. Acknowledging visible or invisible differences, our community authentically values each member's earthly and eternal worth. We refute ignorance and isolation and embrace deliberate and courageous engagement that exhibits Christ's commandment to love all humankind. (2016)

Grading Scale

NOTE: In graduate level courses, a grade of C- or below will require the course to be repeated.

Grade	Quality Points Per Credit	Percentage	Score
A	4.0	95%–100%	950–1000
A-	3.7	92%–94.9%	920–949
B+	3.3	89%–91.9%	890–919
B	3.0	85%–88.9%	850–889
B-	2.7	82%–84.9%	820–849
C+	2.3	79%–81.9%	790–819
C	2.0	75%–78.9%	750–789
C-	1.7	72%–74.9%	720–749
D+	1.3	69%–71.9%	690–719
D	1.0	65%–68.9%	650–689
F	0.0	0%–64.9%	0–649

Grading Policies

Your grading policy for your course is dependent on your school and program. Your grading policies can be found in the [IWU Catalog](#).

Letter Grade Equivalencies

NOTE: In graduate level courses, a grade of C- or below will require the course to be repeated.

Grade	Description of Work
A	Clearly stands out as excellent performance. Has unusually sharp insights into material and initiates thoughtful questions. Sees many sides of an issue. Articulates well and writes logically and clearly. Integrates ideas previously learned from this and other disciplines. Anticipates next steps in progression of ideas. Example "A" work should be of such nature that it could be put on reserve for all cohort members to review and emulate. The "A" cohort member is, in fact, an example for others to follow.
B	Demonstrates a solid comprehension of the subject matter and always accomplishes all course requirements. Serves as an active participant and listener. Communicates orally and in writing at an acceptable level for the degree program. Work shows intuition and creativity. Example "B" work indicates good quality of performance and is given in recognition for solid work; a "B" should be considered a good grade and awarded to those who submit assignments of quality less than the exemplary work described above.
C	Quality and quantity of work in and out of class is average. Has marginal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at least minimally.
D	Quality and quantity of work is below average. Has minimal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at below acceptable levels.
F	Quality and quantity of work is unacceptable and does not qualify the student to progress to a more advanced level of work.

Course Workshop Summary

Workshop	Discussion*	Assignment*	Quiz/Exam*	Total Points per Workshop
Workshop One	2/60	1/100	1/20	180

Workshop Two	2/60	1/100	1/20	180
Workshop Three	2/60	1/100	1/20	180
Workshop Four	2/60	2/200	1/20	280
Workshop Five	2/60	1/100	1/20	180
End of Course Survey	--	--	--	10 Extra Credit
TOTAL	10/300	6/600	5/100	1000

* Number of Activities/Sum Point Totals

Workshop One

Title	Due Dates	Time	Points
1.0 Exercise: Faith and Learning	Due by the end of the workshop	30 minutes	0
1.1 Exercise: Chapters 1, 2, & 17	Due by fourth day of the workshop to support discussion responses	3.5 hours	0
1.2 Discussion: Pay Model	Post your initial response by fourth day of the workshop and your two responses by the end of the workshop	3 hours	30
1.3 Discussion: Legal	Post your initial response by fourth day of the workshop and your two responses by the end of the workshop	3 hours	30

Title	Due Dates	Time	Points
1.4 Assignment: Competitive Strategy Choices	Due by the end of the workshop	5 hours	100
1.5 Quiz: Readings	Due by the end of the workshop	1 hour	20
Totals		16 hours*	180

Workshop Two

Title	Due Dates	Time	Points
2.0 Exercise: Faith and Learning	Due by the end of the workshop	30 minutes	0
2.1 Exercise: Chapters 5, 6, & 9-11	Due by day four of the workshop to support discussion responses	5.5 hours	0
2.2 Discussion: Person-Focused	Post your initial response by day four of the workshop and your two responses by the end of the workshop	3 hours	30
2.3 Discussion: Performance	Post your initial response by day four of the workshop and your two responses by the end of the workshop	3 hours	30
2.4 Assignment: Performance Appraisals	Due by the end of the workshop	6 hours	100
2.5 Quiz: Readings	Due by the end of the workshop	1 hour	20
Totals		19 hours*	180

Workshop Three

Title	Due Dates	Time	Points
3.0 Exercise: Faith and Learning	Due by the end of the workshop	30 minutes	0
3.1 Exercise: Chapters 3, 4, 7, & 8	Due by the end of the workshop	4.5 hours	0
3.2 Discussion: Internal	Post your initial response by day four of the workshop and your two responses by the end of the workshop	3 hours	30
3.3 Assignment: Job Analysis	Due by the end of the workshop	7 hours	100
3.4 Discussion: Two-Tier	Post your initial response by day four of the workshop and your two responses by the end of the workshop	3 hours	30
3.5 Quiz: Readings	Due by the end of the workshop	1 hour	20
Totals		19 hours*	180

Workshop Four

Title	Due Dates	Time	Points
4.0 Exercise: Faith and Learning	Due by the end of the workshop	30 minutes	0
4.1 Exercise: Chapters 12 & 13	Due by the end of the workshop	2.5 hours	0
4.2 Discussion: Containment	Post your initial response by day four of the workshop and your two responses by the end of the workshop	3 hours	30
4.3 Discussion: Options	Post your initial response by day four of the workshop	3 hours	30

Title	Due Dates	Time	Points
	and your two responses by the end of the workshop		
4.4 Assignment: Benefits Summary	Due by the end of the workshop	6 hours	100
4.5 Assignment: Societal Class	Due by the end of the workshop	4 hours	100
4.6 Quiz: Readings	Due by the end of the workshop	1 hour	20
Totals		20 hours*	280

Workshop Five

Title	Due Dates	Time	Points
5.0 Exercise: Faith and Integration	Due by the end of the workshop	30 minutes	0
5.1 Exercise: Chapters 14-16 & 18	Due by the end of the workshop	4.5 hours	0
5.2 Discussion: System	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	3 hours	30
5.3 Discussion: Global	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	3 hours	30
5.4 Assignment: Special Groups	Due by the end of the workshop	5 hours	100

Title	Due Dates	Time	Points
5.5 Quiz: Readings	Due by the end of the workshop	1 hour	20
End of Course Survey	Due by the end of the workshop	-	10 extra credit
Totals		17 hours*	180
Course Totals		91 hours*	1000

* These timings are based on estimations of average times to complete each assignment. Actual assignment completion times will vary.

Course Development Resources

Alternative Assignment Policy

Students with a documented disability may request accommodations for an alternative assignment(s) for course activities (Examples: video assignments, etc.). It is the student's responsibility to submit the form received from the Disability Services Office indicating his/her specific accommodation to the instructor prior to the start of each course.

Expectations, Policies, and Important Student Information

School/Division	Link
DeVoe School of Business Division of Liberal Arts School of Services and Leadership	View School/Division Expectations, Policies, and Student Information
School of Educational Leadership	View School/Division Expectations, Policies, and Student Information

School/Division	Link
Wesley Seminary @ IWU	<u>View School/Division Expectations, Policies, and Student Information</u>
Nursing - Undergraduate	<u>View School/Division Expectations, Policies, and Student Information</u>
Nursing - Graduate	<u>View School/Division Expectations, Policies, and Student Information</u>