

Syllabus

HRMT-538: Total Rewards Management

Course Description

This course examines the basics of compensation and benefits and explores best practices in the development of the total rewards philosophy. Students will develop reward systems, including executive compensation and termination packages, that are fair, just, and align with organizational goals; design human capital plans for managing compensation and workforce adjustments; and assess benefit plans in order to maximize the utility to employees within the limitations of the available resource. Students will evaluate potential sources for total rewards functions and integrate a total rewards philosophy into a consistent communication strategy. A biblically based perspective will be used throughout the program.

Credit Hours: 3

Prerequisite Courses: HRMT-535

Prerequisite Skills and Knowledge: Bachelor of Science degree from an accredited university

Course Objectives

Upon completion of this course you should be able to:

1. Develop biblically-based reward systems that provide fair and just compensation that align with organizational goals.
2. Integrate a total rewards philosophy into a consistent communication strategy.
3. Design human capital plans, consistent with biblical principles, for managing compensation and workforce adjustments.
4. Formulate executive compensation and termination packages that are just, fair, and competitive in the marketplace.
5. Assess benefit plans in order to maximize the utility to employees within the limitations of the available resources.
6. Evaluate potential sources for total rewards functions in order to support organizational goals.

Course Textbook

Martocchio, J. J. (2017). *Strategic compensation: A human resource management approach* (9th ed.). Hoboken, NJ: Pearson Education, Inc.

Course Required Resources

- Bible
- Textbook: *Strategic Compensation: A Human Resource Management Approach* (9th ed.)

Course Technology

- Computer
 - Internet access
 - Audio input and microphone
 - Webcam (optional); photograph can replace a webcam
- Word processing software (Microsoft Word, PowerPoint, Excel)

Grading Scale

Grade	Quality Points Per Credit	Percentage	Score
A	4.0	95%–100%	950–1,000
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

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 ASSIGNMENTS

Workshop One Outline

Title	Due Dates	Time	Points
1.1 Devotional: Stewards in Secret	Due by the end of the first day of the workshop.	30 minutes	0
1.2 Discussion: Case Study - Sportsman Shoes	Initial response due by the end of the fourth day of the workshop; two responses due by the end of the workshop.	4 hours	40
1.3 Assignment: Implementing Total Rewards Strategies	Due by the end of the workshop.	10 hours	120

Totals	14.5 hours*	160
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Workshop Two Outline

Title	Due Dates	Time	Points
2.1 Devotional: Rewards by Grace	Due by the end of the first day of the workshop.	30 minutes	0
2.2 Discussion: Case Study - Mitron Computers	Initial response due by the end of the fourth day of the workshop; two responses due by the end of the workshop.	4 hours	40
2.3 Discussion: Annotated Bibliography	Initial response due by the end of the fourth day of the workshop; two responses due by the end of the workshop.	4 hours	40
2.4 Assignment: Job Design, Job Characteristics, and Job Crafting	Due by the end of the workshop.	8 hours	100
Totals		16.5 hours*	180

Workshop Three Outline

Title	Due Dates	Time	Points
3.1 Devotional: Practicing the Discipline of Servant Humility	Due by the end of the first day of the workshop.	30 minutes	0
3.2 Discussion: Annotated Bibliography	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
3.3 Discussion: Case Study - A New Sales Representative	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
3.4 Assignment: Designing a Pay Structure	Due by the end of the workshop.	6 hours	0
Totals		14.5 hours*	80

Workshop Four Outline

Title	Due Dates	Time	Points
4.1 Devotional: Worshipping the Gift or the Giver?	Due by the end of the first day of the workshop.	30 minutes	0
4.2 Discussion: Annotated Bibliography	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
4.3 Discussion: Case Study - Health Savings Account at Frontline PR	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
4.4 Assignment: Designing a Pay Structure	Due by the end of the workshop.	6 hours	200
Totals		14.5 hours*	280

Workshop Five Outline

Title	Due Dates	Time	Points
5.1 Devotional: Feeling Most at Home When at Work	Due by the end of the first day of the workshop.	30 minutes	0
5.2 Discussion: Case Study - CEO Pay in the News	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
5.3 Assignment: Balancing the Demands of Work Life and Home Life	Due by the end of the workshop.	10 hours	120
Totals		14.5 hours*	160

Workshop Six Outline

Title	Due Dates	Time	Points
6.1 Devotional: Trustees of Hope	Due by the end of the first day of the workshop.	30 minutes	0
6.2 Discussion: Annotated Bibliography	Initial response due by the end of the fourth day of the workshop; two responses by the end of the workshop.	4 hours	40
6.3 Assignment: Global Compensation Issues	Due by the end of the workshop.	10 hours	100

Title	Due Dates	Time	Points
End of Course Survey	Due by the end of the workshop.	1 hour	10 Extra Credit
Totals		15.5 hours*	140
Course Totals		90 hours*	1,000

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

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

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