



Business Administration

Course Number:	BUAD 376
Course Title:	COMPENSATION AND BENEFITS
Credits:	3
Calendar Description:	This course provides an in-depth study of compensation and benefits. Legislation, union and non-union environments, direct and indirect compensation systems, and current topics are included.
Semester and Year:	Fall 2016
Prerequisite(s):	BUAD 269 and third year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Required BBA, Human Resources Management Specialty area
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	Students who have received credit for BUAD 245 cannot take BUAD 376 for further credit.
Development Date:	November 2012
Revision Date:	December 2014

Professors

Name	Phone number	Office	Email
Roger Wheeler	250-762-5445 #4226	Kelowna: C119	rwheeler@okanagan.bc.ca

Learning Outcomes

Upon completion of this course, students will be able to

- describe the purpose and role of reward and compensation systems.
- identify problems caused by an ineffective compensation system.
- discover how structural and strategic variables are related to compensation.
- identify a compensation strategy that best fits a given organization.
- design effective performance pay plans and benefit systems.
- use market data to calibrate a compensation structure.
- design effective processes for compensation system implementation & evaluation.

Course Objectives

This course will cover the following:

This course integrates an online simulation as a major team project. The simulation provides students with an opportunity to enrich their understanding of the compensation process by applying course concepts to a simulated organization. Using the simulation, students will design a compensation system from beginning (assessing organizational strategy) to end (describing the implementation and evaluation of the system).

See the Course Schedule for weekly details regarding content and deliverables.

Required Texts/Resources

Strategic Compensation in Canada, Long, R.J. 5th ed., Toronto: Nelson Education Ltd., 2014.

Strategic Compensation: A Simulation, 5th ed. *Access card & code bundled with textbook.*

Course Schedule

Date	Topic	Textbook
	Tues. Sept 6 College-wide Orientation Day Wed. Sept 7 Classes begin Mon. Oct 10 Thanksgiving Day	
Week Date		

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study

Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?