

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 2023
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



Evaluation

Team Simulation Project* (Phase 1, 2 & 3) 15% each	45%
Chapter Quizzes (Individual)	5%
Preparation & Participation (Individual)	10%
Final Exam**	40%
Total	100%

* To pass this course, students must earn a passing grade on their individual contribution to the team project (the simulation).

** To pass this course, students must pass the final exam.

Notes

Preparation & Participation marks will be determined based on a combination of active involvement in class discussions/workshops, contributions to group work, and completion of in-class exercises.

Late submission of deliverables will be subject to penalties, as determined by the professor.

Course Schedule

Week	Date		
		Wednesday September 6, First day of class	
		Friday September 15, Last day to register for Fall 2023	
		Monday Oct. 2 & Monday Oct. 9 & Monday Nov. 13, Statutory Holiday (no classes)	
		Friday October 27, Last day to withdraw from class without academic penalty	
		Thursday December 7, Last day of class	
1	6-Sep	A Road Map to Effective Compensation	Ch 1
2a	11-Sep	A Strategic Framework for Compensation	Ch 2
2b	13-Sep	A Behavioural Framework for Compensation <i>Team Selection</i>	Ch 3
3a	18-Sep	Components of Compensation Strategy	Ch 4
3b	20-Sep	Performance Pay Choices	Ch 5
4a	25-Sep	Simulation Phase 1 Briefing	Simulation
4b	27-Sep	Formulating the Reward and Compensation Strategy	Ch 6
5a	2-Oct	Statutory Holiday - No Class	
5b	4-Oct	Evaluating Jobs: The Point Method of Job Evaluation	Ch 8
6a	9-Oct	Statutory Holiday - No Class	
6b	11-Oct	<i>Phase 1 – simulation workshop</i>	Sim Phase 1 due this week
7a	16-Oct	The Point Method (cont.)	Ch 8
7b	18-Oct	Evaluating the Market	Ch 9
8a	23-Oct	"Simulation Phase 1 Feedback; Phase 2 Briefing Evaluating Individuals	Simulation Ch 10
8b	25-Oct	Designing Performance Pay Plans	Ch 11
9a	30-Oct	Designing Performance Pay Plans (cont.)	Ch 11

9b	1-Nov	Phase 2 – simulation workshop	
10a	6-Nov	Designing Indirect Pay Plans – Guest speaker!	Guest
10b	8-Nov	Phase 2 – simulation workshop	Sim Phase 2 due this week
11a	13-Nov	Statutory Holiday - No Class	
11b	15-Nov	Designing Indirect Pay Plans (cont.) <i>Phase 2 Feedback; Phase 3 Briefing</i>	Ch 12
12a	20-Nov	Maintaining an Effective Compensation System	Ch 13
12b	22-Nov	<i>Phase 3 – simulation workshop</i>	
13a	27-Nov	Simulation Full Project Presentations (2 groups present)	Sim Phase 3 due this week
13b	29-Nov	Simulation Full Project Presentations (2 groups present)	Sim Phase 3 due this week

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?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. 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?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.”

It is the serious academic offence of using the work of another person without proper or complete acknowledgement.

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