

**WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
BASIC COURSE INFORMATION**

**COURSE TITLE:** Compensation Administration

**COURSE NUMBER:** HRM 405

**PRE-REQUISITE(S):** HRM 311

**COURSE DESCRIPTION:**

This course examines issues and practices in compensation administration and their impact on the work environment. Topics discussed include wage and salary administration, pay models, incentive plans, linking performance to pay, legislation affecting compensation, and employee benefits. The ways in which these issues and practices are integrated into unionized and non-unionized environments are also explored.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will identify the behavioral science theories that have an impact on compensation programs.

**Learning Objectives:** The student will:



