

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Compensation and Benefits

COURSE NUMBER: MHR 7650

PRE-REQUISITE(S): NONEBa

affecting compensation, and employee benefits. The ways in which the practices are integrated into unionized and non-unionized environments are explored.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

GOAL C:

Assess the various basic pay models and incentive plans

Learning Objectives: The student will:

C-1 Assess various pay models

C-2 Evaluate various approaches to incentive plans

GOAL D:

Evaluate the various employee benefit plans.

Learning Objectives: The student will:

D-1 Summarize basic benefit plans

D-2 Evaluate the tax advantages of employee benefits over direct pay

GOAL E:

Understand how compensation and benefits apply to executives and unions.

Learning Objectives: The student will:

E-1 Summarize the basic pay models of union and non-union workplaces

E-2 Compare and contrast the strengths and weaknesses of union and nonunion compensation models

E-3 Evaluate the differences in compensation and benefits for executives

GOAL F:

Understand and be able to apply government issues in compensation and employee benefits.

Learning Objectives: The student will:

F-1 Summarize legislation regarding employee compensation and benefits

F-2 Differentiate between which laws impact compensation and which laws impact benefits.