

Course Prefix/Number/Title: HRM 160 Compensation Administration

Number of Credits: 3 Credits

Course Description: The role of wage and salary administration is studied. This course covers basic knowledge and understanding of employee compensation, payroll process and regulations, and related federal and state laws related to compensation and benefits.

Pre-/Co-requisites: None

Course Objectives: Upon successful completion of this course, you will be able to:

1. Recognize the different elements and terminology of compensation including monetary and non-monetary compensation (wage, hour, and privacy (ERISA, COBRA, FLSA, USERRA, HIPPA, PPACA, tax treatment)) and benefit programs (health care plans, flexible benefits, retirement plans, wellness programs, and disability benefits).
2. Explain the government and legal issues in compensation and benefits.
3. Explain job classifications (exempt, non-exempt, contractor).
4. Review the different forms of pay.
5. Explain the motivating value of compensation and total rewards statement.
6. Identify the elements of the pay model, including the objectives of efficiency, fairness and compliance.
7. Explain payroll process (pay schedule, leave, and time-off allowances).
8. Examine the importance of job analysis, job descriptions/specifications, and job evaluation in administering a compensation plan.
9. Explain linking compensation to organizational objectives.
10. Identify the role of performance appraisals in compensation decisions.
11. Critique the decisions involved in designing a competitive pay policy including pay levels, mix, and structure (variable, merit, bonus, incentives, non-cash compensation, pay scale/grades).
12. Explain payroll regulations (FLSA).
13. Explain uses for salary and benefits survey.

Instructor: [Jason Sutheimer](#), [SPHR](#), [SHRM-SCP](#), [CWP](#)

Office: Virtual

Office Hours: Varies; Available by email / phone / text as needed

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Lecture/Lab Schedule: Varies

Textbook(s): Compensation, 13th Edition, Barry Gerhart and Jerry Newman
ISBN # 1260486184

Course Requirements:

Completion of the following:

Content:	Possible Points:
Weekly Quizzes	120
Quarter 1 Exam	50
Midterm Exam	100
Quarter 3 Exam	50
Final Exam	100
Discussions	120
Final Project	100
TOTAL POSSIBLE:	640

Discussion Rubric:

Criteria	Novice	Competent	Proficient
Analysis	0 Points Discussion postings show little or no evidence that readings were completed or understood.	2 Points Discussion postings repeat and summarize basic, correct information, but do not link real-life application and do not consider connections between ideas.	4 Points Discussion postings display an understanding of the required readings and underlying concepts including correct use of terminology and proper citation.
Grammar	0 Points Written responses contain numerous grammatical, spelling or punctuation errors. The style of writing does not facilitate effective communication.	2 Points Written responses include some grammatical, spelling or punctuation errors.	4 Points Written responses are free of grammatical, spelling or punctuation errors. The style of writing facilitates communication.
Etiquette	0 Points Written interactions on the discussion board show disrespect for the viewpoints of others.	1 Points Some of the written interactions on the discussion board show respect and interest in the viewpoints of others.	2 Points Written interactions on the discussion board show respect and interest in the viewpoints of others.

Grading Scale:

The final grade is based on the percent of total points a student earns.

- 90-100% = A
- 80-89% = B
- 70-79% = C
- 60-69% = D
- Below 60% = F

Tentative Course Outline:

Course Semester Weeks	Content Covered during Week Includes: Discussion, Instruction, Testing	Testing
Week One	Chapter One: The Pay Model	
Week Two	Chapter Two: Strategy: The Totality of Decisions	
Week Three	Chapter Three: Defining Internal Alignment	
Week Four	Chapter Four: Job Analysis	Q1 Exam (Chapters 1 – 4)
Week Five	Chapter Five: Job-Based Structures and Job Evaluation	
Week Six	Chapter Six: Person-Based Structures	
Week Seven	Chapter Seven: Defining Competitiveness	
Week Eight	Chapter Eight: Designing Pay Levels, Mix, and Pay	Midterm (Chapters 1 – 8)
Week Nine	Chapter Nine: Pay-for-Performance: Theory and Evidence Chapter Ten: Pay-for-Performance Plans: Types of Plans	
Week Ten	Chapter Eleven: Performance Appraisals	
Week Eleven	Chapter Twelve: The Benefit Determination Process Chapter Thirteen: Benefit Options	
Week Twelve	Chapter Fourteen: Compensation of Special Groups	Q3 Exam (Chapters 9 – 14)
Week Thirteen	Chapter Fifteen: Union Role in Wage and Salary Administration	
Week Fourteen	Chapter Sixteen: International Pay Systems	
Week Fifteen	Chapter Seventeen: Government and Legal Issues in Compensation	
Week Sixteen	Chapter Eighteen: Management: Making It Work	Final Project Due
Finals Week	Final Exam (Comprehensive)	Final Exam (Chapters 1 – 18)

General Education Competency/Learning Outcome(s) OR CTE Competency/Department Learning Outcome(s):

This will be a class offered as part of an HR program at Dakota College at Bottineau. This class will focus on Compensation within an organization. This class will include information on total rewards (compensation and benefits), employment laws, payroll processes, job analysis and classification.

Relationship to Campus Focus:

Dakota College at Bottineau emphasizes nature, technology, and beyond as a focus for the unique blend of courses offered by its instructors. This course will emphasize communication and technology to enhance “human” nature in the work environment.

Classroom Policies:

Classroom weeks will run from Monday at 12:00 a.m. to Sunday at 11:59 p.m.

Discussion posts are due by Thursday at 11:59 p.m. Responses to other student posts should be completed by Saturday at 11:59 p.m. Late discussion posts will incur a 10% point deduction each day an assignment is late. Any assignment submitted three days after it is due will result in a zero. Students are expected to participate and complete activities for each weekly module. If student is aware of a conflict ahead of time, they are welcome to submit assignments early or notify the me (instructor) at least one day (24 hours) before the assignment due date. Failure to contact me prior to the 24 hour requirement will result in an zero.

Examinations, quizzes, and the final project are due by Sunday at 11:59 p.m. If student is aware of a conflict ahead of time, they are welcome to submit examinations and quizzes early or notify the me (instructor) at least one day (24 hours) before the assignment due date. Failure to contact me prior to the 24 hour requirement will result in an zero. I also understand emergencies can happen. If you have an emergency which doesn't allow for completion of the test, I expect you to contact me at your earliest convenience. If an approved emergency, I will consider allow the student to take the test with a 5% point reduction.

Student Email Policy:

Dakota College at Bottineau is increasingly dependent upon email as an official form of communication. A student's campus-assigned email address will be the only one recognized by the Campus for official mailings. The liability for missing or not acting upon important information conveyed via campus email rests with the student.

Academic Integrity:

According to the DCB Student Handbook, students are responsible for submitting their own work. Students who cooperate on oral or written examinations or work without authorization share the responsibility for violation of academic principles, and the students are subject to disciplinary action even when one of the students is not enrolled in the course where the violation occurred. The Code detailed in the Academic Honesty/Dishonesty section of the Student Handbook will serve as the guideline for cases where cheating, plagiarism or other academic improprieties have occurred.

Plagiarism:

To plagiarize is to “steal and pass off the ideas or words of another and one’s own” (Webster’s Dictionary). Plagiarism will not be tolerated in this course. When completing a research paper, it is necessary to cite all information gathered from other sources – including direct quotations and paraphrases – within the text of the paper using parenthetical notes at the end of the documents in a works cited list. A handout regarding the MLA guidelines is available at the writing center if you would like further information. Students are expected to follow MLA guidelines for research papers. If you have any questions – please contact myself or go to the learning center for more information. Students found plagiarizing material will receive an “o” for the assignment.

Disabilities or Special Needs:

Students with disabilities or special needs (academic or otherwise) are encouraged to contact the instructor and Disability Support Services.

Title IX:

Dakota College at Bottineau (DCB) faculty are committed to helping create a safe learning environment for all students and for the College as a whole. Please be aware that all DCB employees (other than those designated as confidential resources such as advocates, counselors, clergy and healthcare providers) are required to report information about such discrimination and harassment to the College Title IX Coordinator. This means that if a student tells a faculty member about a situation of sexual harassment or sexual violence, or other related misconduct, the faculty member must share that information with the College’s Title IX Coordinator. Students wishing to speak to a confidential employee who does not have this reporting responsibility can find a list of resources on the DCB Title IX webpage.