

MGT 318 Total Compensation Management

(3 credit hours)

Course Syllabus

Course Description

A study of the total compensation management function in business, as evidenced through the human resource framework. Major areas of activity will include job analysis, job evaluation, establishing pay structures, and benefits.

Course Learning Outcomes

By the end of this course, you will be able to:

1. To understand the role of the total compensation management as evidenced through the Human Resources functions in organizations
2. To learn how total compensation issues, affect every manager in an organization
3. To analyze and apply processes and procedures surrounding compensation management
4. To identify global and ethical issues in total compensation management and how it affects pay

Prerequisites/Corequisites

MGT 317 Human Resource Management

Required Textbook(s) and Resources

For this course a digital copy of your textbook is included with your DragonACCESS fees. Use the DragonACCESS tool in Moodle to view your book.

Martocchio, J. J. (2020). *Strategic compensation: A human resource management approach* (10th ed.). Boston. Pearson Education.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#). You might consider registering for one of the library's many webinars on library research, source

evaluation, copyright, and other topics, at the [Library Events - Upcoming Events](#) web page. For further assistance email a librarian, at: library@tiffin.edu.

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

Compensation is both the intrinsic and extrinsic rewards employees receive for performing their jobs. HR professionals need to ensure accuracy, equability and competitiveness when designing a strategy around compensation. In this class students will develop a comprehensive compensation project that begins in week one and builds throughout the course. This project will allow each student to experience what it is like to develop such a program and the impacts it has on a business and its employees. While developing this compensation project students will be analyzing and synthesizing data to support solving real-world problems as outlined with the case studies in the course. Listening to executives outline their compensation strategies in order to give one's opinion as to what may or may not work in other companies will be used to build on core concepts of a compensation structure.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

| Week 1 | Week 2 | Week 3 | Week 4 | Week 5 | Week 6 | Week 7 | Total |
|--|--|--|--|--|---|--|-------------|
| Discussions Activity 1.1 (10) Activity 1.2 (25) Activity 1.3 (25) | Discussions | Discussions | Discussions | Discussions Activity 5.1 (25) | Discussions Activity 6.1 (25) | Discussions | 110 |
| Assignments Activity 1.4 (80) | Assignments Activity 2.1 (30) Activity 2.2 (30) Activity 2.3 (80) | Assignments Activity 3.1 (30) Activity 3.2 (30) Activity 3.3 (80) | Assignments Activity 4.1 (30) Activity 4.2 (30) Activity 4.3 (80) | Assignments Activity 5.2 (30) Activity 5.3 (80) | Assignments Activity 6.2 (30) Activity 6.3 (160) | Assignments Activity 7.1 (30) Activity 7.2 (30) Activity 7.3 (30) | |
| 140 | 140 | 140 | 140 | 135 | 215 | 90 | 1000 |

Grading Scale

A: 90-100%

B: 80-89%

C: 70-79%

D: 60-69%

F: <60%

Please see the [Academic Bulletin](#) for grade appeal information.

Course Schedule and Weekly Checklist

Start Here

- MON: Activity 1.1: Hello – A Bit About Me!

Week 1 – Strategic Compensation

- WED: Activity 1.2: Discuss the Ted Talk - Initial Post
- WED: Activity 1.3: Little Too Much or Too Little Government - Initial Post
- SAT: Activity 1.2: Discuss the Ted Talk – Secondary Responses
- SAT: Activity 1.3: Little Too Much or Too Little Government - Secondary Responses
- SUN: Activity 1.4: Compensation Project - Task A

Week 2 – Types of Pay

- WED: Activity 2.1: Case Study 1
- SAT: Activity 2.2: Textbook Questions for Chapters 3, 4, and 5
- SUN: Activity 2.3: Compensation Project - Task B

Week 3 – Compensation Systems

- WED: Activity 3.1: Case Study 1 - Nutriments New Hire
- SAT: Activity 3.2: Explain the Concept of Pay Structures
- SUN: Activity 3.3: Compensation Project - Task C

Week 4 – Benefits

- WED: Activity 4.1: Case Study 1 - Employee Benefits That Matter
- SAT: Activity 4.2: Categories of Legally Required Benefits
- SUN: Activity 4.3: Compensation Project - Task D

Week 5 – Executive Compensation and Flexible Workforce

- WED: Activity 5.1: A Fortune 500 CEO's Compensation - Initial Post
- SAT: Activity 5.1: A Fortune 500 CEO's Compensation - Secondary Responses
- SAT: Activity 5.2: Case 1 - Telecommuting at MedEx
- SUN: Activity 5.3: Compensation Project - Task E

Week 6 – International Compensation Programs

- WED: Activity 6.1: International Compensation Practices - Initial Post
- SAT: Activity 6.1: International Compensation Practices - Secondary Responses
- SAT: Activity 6.2: Textbook Questions for Chapter 13
- SUN: Activity 6.3: Compensation Project - Task F

Week 7 – Pay and Benefits Outside of the US

- THUR: Activity 7.1: Case Study 1 Expanding Internationally at Suds Microbrewery
- THUR: Activity 7.2: Textbook Questions for Chapter 14
- THUR: Activity 7.3: Compensation Issues

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

Your Instructor Will Expect You to:

- Thoroughly review orientation materials (Start Here) within the first 48 hours of the term.
- Monitor your TU email account **daily** for important updates and announcements.
- Take ownership of your learning experience and act in a proactive, self-directed manner. That means:
 - Fully participate in all learning activities.
 - Complete assignments as described in rubrics or other instructions.
 - Submit all work on time and in the specified format (e.g. APA format for citations).
 - Utilize and incorporate instructor provided feedback to improve your work.
 - Ask questions so you can better understand course material or assignments.

- Use the highest standards of intellectual honesty and integrity. For details, see the TU Library guide: [Digital Literacy: Netiquette and Internet Safety](#).
- Treat others respectfully and demonstrate "netiquette" (online politeness and respectfulness) at all times. TU celebrates cultural uniqueness and expects all students to be considerate and thoughtful throughout their learning experiences.

You Should Expect Your Instructors to:

- Post an introductory announcement/email at the beginning of each week to provide updates and help you prepare for the week's activities.
- Maintain an active and engaged presence in all course activities and throughout the course.
- Respond to your emailed questions within 48 hours, if not sooner.
- Clearly communicate any absences or expected non-participation due to extenuating circumstances. For example, "I will be traveling to attend a funeral this week and may not be able to respond to questions or participate in forums for a couple of days."
- When grading your work:
 - clearly indicate their grading approach (what they like to see in submitted work as well as what types of errors they tend to penalize more harshly),
 - thoroughly review and evaluate your submissions in a timely manner (in less than 5 days for most assignments), and
 - provide constructive feedback on the strengths and weaknesses of your work with suggestions on how you can improve your performance on future assignments.
- Advocate for your success as a learner and help guide you toward successful completion of the course activities and most importantly, attainment of the course learning outcomes.

Accommodations (Disability Services)

The Office of Disability Services supports the institutional commitment to diversity by providing educational opportunities for qualified individuals with disabilities through accessible programs and services in compliance with Section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act (ADA) of 1990. If you need reasonable accommodations due to a documented disability, contact the Office for Equity, Access, & Opportunity via email at disabilityservices@tiffin.edu or by calling 419-448-3021.

Technical Support

For Moodle support, either email moodlesupport@tiffin.edu or call the 24/7 Technical Support Call Center at 855-664-1200 (3430, Option 2, from on-campus). For non-Moodle support, contact the Tiffin University ITS helpdesk at the number above or submit a [support ticket](#).

Veterans

The Veteran and Military Resource Center assists veterans, active Military, and spouses of current service members in utilizing their education benefits. VMRC provides information regarding benefit processes and procedures, as well as support in navigating the transition from military to academic life by facilitating connections with the appropriate support services on campus. More information can be found on the Veteran and Military Resource Center website, at <http://www.tiffin.edu/va>.

Additional Support

If you need to consult an academic advisor refer to TU's [Meet the Team](#) page. For information about TU's peer tutoring program see the Murphy Center's [Tutoring Policies and Procedures](#) page.

Comments or Concerns

TU's online programs are designed to be student *driven*: to empower you with a voice and stake in your learning. Our courses feature multiple and varied ways that you can share feedback, and we invite you to become an active voice and help drive our improvement efforts. In addition to providing in-course feedback, we encourage you to submit questions or comments directly to the online team at online@tiffin.edu.