

# Business Administration

Course Number:	<b>BUAD 376</b>
Course Title:	<b>COMPENSATION AND BENEFITS</b>
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:	<b>Fall 2020</b>
Prerequisite(s):	BUAD 269 and third year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3

**Professors**

Roger Wheeler	250-762-5445 #4226	online	<a href="mailto:rwheeler@okanagan.bc.ca">rwheeler@okanagan.bc.ca</a>
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**Learning Outcomes**

Upon completion of this course, students will be able to

- describe the purpose and role of reward and compensation systems.
- identify problems caused by an ineffective compensation system.
- discover how structural and strategic variables are related to compensation.
- identify a compensation strategy that best fits a given organization.
- design effective performance pay plans and benefit systems.
- use market data to calibrate a compensation structure.
- design effective processes for compensation system implementation & evaluation.

**Course Objectives**

This course will cover the following:

This course integrates an online simulation as a major team project.

**Evaluation**

Team Simulation Project* (Phase I, II & III – 15% each)	45%
Chapter Quizzes (Individual)	5%
Class Participation (Individual)	10%
Final Exam**	40%
<b>Total</b>	<b>100%</b>

\* 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**

Access to the Simulation is mandatory. All students must purchase a Simulation access code, via the campus bookstore, or directly online with the publisher (see Moodle for links).

Class Participation marks will be determined based on a combination of attendance, active involvement in class discussions, and completion of in-class exercises.

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



## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral