



SYLLABUS PART II

COMPENSATION & BENEFITS - INDEPENDENT STUDY (SUMMER 2026) 3 CREDIT HOURS

Section/Term:	HRM 212S - 801US
Class Meeting Time:	Online
Location:	Online
Required items:	Textbook: Strategic Compensation, Martocchio, 10 th Edition
Faculty:	Tom Weissbrod, PHR Graduated with BBA University of Toledo, 1978
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Faculty Phone:	937-216-0075
Faculty Office Hours:	Online (By appointment only!) May telephone me
Faculty Contact:	If you have questions or concerns, please contact me via email or telephone with the course name and number in the subject line (HRM 212 801FS) through your Edison State email. You are welcome to set up an appointment to meet virtually via Teams or Zoom.

Important: Independent STUDY SUMMER OF 2026. You have the opportunity to complete all your course work in eight weeks. There are two of you in the class. There are no due dates, only that your work be completed in eight weeks. Please ignore the 16 weekly assignment due dates and post by dates. You will have to post timely and respond to each other's posts to earn all the points for assignments in our course. Please be considerate of each other and work diligently in our class to learn as much as

possible about Strategic Compensation and earn the best grade you can.

COURSE EXPECTATION: Following is an outline of required reading, activities, group discussions, group & individual writings, case studies, chats, quizzes, tests, Teams Meeting(s) and other class assignments.

Posting assignments, articles, Discussion Boards, etc., as well as responses to classmates are required. **The quality of postings will also be graded based on:**

- 1) Posting at the Appropriate Time Thursday for original post, (50%) 10 Points and Saturday for response (50% = 10 Points),
- 2) Quality of response: 1) Grammar/spelling & appropriate volume, (i.e., 200 words or less, but at least 100 words for answers and 75 Please respond with added value to the topic (Personal experience, on topic- understanding, constructive, new thoughts and logic.)

Discussion Board will be the primary communication technology for course. A second communication technology will be the class E-mail. The instructor will post discussion topics to the class Discussion Board. Participants will then review the topics and post their responses for review and comment by the instructor and other class members. There is at least one Teams meeting in week could be several chats using Bb. The schedule for the dates/times of these chats will be posted and may be arranged by announcement throughout the course.

Activities & Assignments

Introductory activities Chapter 1 – Strategic Compensation: A Component of Human Resources Systems:

1. Reading Assignment: Chapter 1, Strategic Compensation. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 1, Discussion Question #3. Prepare your answer by Thursday and post it to the Discussion Board by midnight. Then individually respond to at least two other postings by Saturday, midnight. (20 Points). ***See Quality of postings grade basis***
3. Complete the Student Profile located in the Course Documents area and share it with classmates in the appropriate forum in the discussion board. Respond to at least two classmates. Your profile should be posted to the appropriate forum no later than midnight, Thursday and your responses posted by midnight, Saturday. (10 Points)
4. Individually answer the three questions in Crunch the numbers located on page 25 (1-11, 1-12 & 1-13). Prepare your answers by Thursday and post it to the Discussion Board by midnight. Then individually respond to at least two other postings by Saturday, midnight. (20 Points).
5. Quiz 1, over chapter contents (20 Points) Due by Saturday midnight

Chapter 2 – Contextual Influences on Compensation Strategy:

1. Reading Assignment - Chapter 2. Please read the textbook prior to completing any of the assignments.

2. Individually answer Chapter 2, Discussion Question #3 & #5. Prepare your answers by Thursday and post it to the Discussion Board by midnight. Then individually respond to at least two other postings by Saturday, midnight. (10 points each = 20 Points total).
3. Research a youtube.com video on the use of Artificial Intelligence in Human Resources; attach the article/video along with your thoughts and opinions (200 words or less) by Thursday. Post comments to at least two of your classmate's postings by Saturday midnight. (20 Points).
4. Teams Meeting TBD. Prepare a brief elevator pitch about yourself (If you are unfamiliar with this research it), and your student profile. (20 Points)
5. Quiz 2, Quiz over chapter contents (20 Points) Due by Saturday midnight

Chapters 3 - Traditional bases for pay: Seniority and Merit:

1. Reading Assignment: Chapter 3. Please read the textbook prior to completing any of the assignments.
2. Post a blank copy of yours, a friend's, a parent's or any performance appraisal. Define its purpose, the type of performance appraisal it is and what elements could be added to improve it, in 200 words or less by Thursday. Post comments to at least two of your classmates by Saturday by midnight. (20 Points)
3. You have been asked by your supervisor to put together a simple training piece to send out with the performance reviews this year. Please post a simple one-to-two-page training piece that would help raters (Supervisors) conduct accurate, objective, meaningful appraisals that are free from common rater errors by Thursday. Post comments to at least two of your classmates by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) Due Saturday midnight

Chapter 4 – Incentive Pay:

1. Reading Assignment: Chapter 4. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 4, Discussion Question #1. Prepare your answer by Thursday and post it to the Discussion Board by midnight. Then individually respond to at least two other postings by Saturday, midnight. (10 points each = 20 Points total).
3. Discuss your or anyone's experience with any type of incentive plan. Briefly answer at least five (5) of these questions by Thursday and respond to two of your classmate's postings by Saturday. 1) What type was it (Individual, Group, Department, Companywide, etc.)? 2) How did it work? 3) How often did it pay out? 4) What was the goal? 5) Did it work as the organization intended? 6) How did people feel about the incentive? 7) Is it still in place? 8) Were there any abuses or issues created due to the incentive? (20 Points)
4. Research an article or use youtube.com for information on any type of incentive pay (Indicate the incentive type you selected). Post the video/source and your thoughts in 200 words or less, by Thursday. Post comments on at least two of your classmate's writings by midnight Saturday. (20 Points)
5. Quiz over chapter contents (20 Points) by Saturday.

Chapter 5 – Person Focused Pay:

1. Reading Assignment - Chapter 5. Please read the textbook prior to completing any of the assignments.
2. Individually answer Discussion Question #1. Prepare your answers by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Quiz over chapter contents (20 Points) by Saturday.
4. **Test** over Chapters 1-5 (Setting the Stage for Strategic Compensation and Bases for Pay) (100 Points) Saturday.

Chapter 6 – Building Internally Consistent Compensation Systems

1. Reading Assignment: Chapter 6. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 6 Discussion Question #1. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday midnight. (20 Points)
3. Listing your source (only need one), research an article, a web site, OR youtube.com video on pay job evaluations (Compensable factor, the process, point methods, alternatives to job evaluations, etc.) and post your thoughts in 200 words or less by Thursday midnight. Post comments on at least two of your classmate's writings by Saturday midnight. (20 Points). **NOTE: Zero "0" points will be earned if this research is not about Job Evaluation verse Appraisals - Big difference".**
4. Quiz over chapter contents (20 Points) Saturday.

Chapters 7 Building Market Competitive Compensation Systems

1. Reading Assignment: Chapter 7. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 7 Discussion Question #1 & #5. Prepare your answer for each question (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (10 points each = 20 Points total).
3. Listing your source, research an article from a publication or web site, on wage surveys for a position you are familiar with. Write about the accuracy of the survey (4 Points) compared to the positions you are familiar with and why it was or was not accurate (16 points). Post your thoughts in 200 words or less by Thursday midnight. Post comments on at least two of your classmate's writings by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) Due Saturday.

Chapter 8 Building Internally Consistent Compensation Systems

1. Reading Assignment: Chapter 8. Please read the textbook prior to completing any of the assignments.
2. Individually post answers to the questions in Chapter 8 Case "New Sales Representative". Prepare answers (100 words or less for each Question) and post it to the Discussion Board by Thurs. at midnight. Then respond to at least two other groups' postings by Saturday (20 Points).
3. Individually answer Chapter 8 Discussion Question #2. Prepare your answer for each question (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) due by Saturday.
5. **Test #2** over Chapters 6-8 (Designing Compensation Systems) (100 Points) Due by Saturday.

Chapter 9 – Discretionary Benefits

1. Reading Assignment: Chapter 9. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 9 Discussion Questions #1. Prepare your answers for each question (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings and respond by Saturday (20 Points)
3. Listing your source, post a copy of an organization's Benefits Summary and your thoughts including: 1) Value Ranking; 2) Need Ranking; 3) Contributions to total compensation; 4) Cost sharing for Employee/Employer, 5) Good/Bad, etc.) in 200 words or less, by Thursday. Post comments on at least two of your classmate's writings by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) Due by Saturday

Chapter 10 – Legally Required Benefits

1. Reading Assignment Chapter 10. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 10 Discussion Questions #3 *or* #5. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Research a recent article or video on youtube.com about legally required benefits. Post the article or video along with your thoughts (Including total costs) and opinions on it (200 words or less) by Thursday. Post comments to at least two of your classmate's postings by Saturday (20 Points).
4. Quiz over chapter contents by Saturday (20 Points)
5. **Test #3** over Chapters 9 & 10 (Employee Benefits) (100 Points) Due by Saturday.

Chapter 11 – Compensating Executives

1. Reading Assignment: Chapter 11. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 11 Discussion Questions #4. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board by Thursday. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Listing your source, research an article, a web site OR youtube.com video for an article about the components of executive pay practices. Attach the article (or video) along with your thoughts and opinions on it (200 words or less) by Thursday midnight. Post comments to at least two of your classmate's postings by Saturday midnight. (20 Points).
4. Quiz over chapter contents (20 Points) due Saturday

Chapter 12 – Compensating the Flexible Workforce: Contingent Employees and Flexible Work Schedules

1. Reading Assignment Chapter 12. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 12 Discussion Questions #2 *or* #4. Prepare your answers (200 words or less) by Thursday and post it to the Discussion Board by Thursday. Then individually respond to at least two other postings posted by Saturday. (20 Points)
3. Research a *current* article or youtube.com video about work from home plan (s). Include: 1) The latest trends; 2) The advantages and disadvantages to employees and the organization. Attach the article or video along with your thoughts and opinions on it (200 words or less) by Thursday. Post comments to at least two of your classmate's postings by Saturday (20 Points).
4. Quiz over chapter contents (20 Points) Due Saturday
5. **Test #4** over Chapters 11 & 12 (Contemporary Strategic Compensation Challenges) by Saturday.

Chapter 13 – Compensating Expatriates

1. Reading Assignment: Chapter 13. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 13 Discussion Question #1. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Individually answer the Case questions in Chapter 13 "Jenkins Goes Abroad (200 words or less for each Question) and post it to the Discussion Board by Thursday. Individually respond to at least two other groups' postings by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) Due Saturday

Chapter 14 – Pay and Benefits outside the United States

1. Reading Assignment: Chapter 14. Please read the textbook prior to completing any of the assignments.
2. Individually answer Chapter 14 Discussion Question #1. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Listing your source, research a current article or a web site and select a country to examine for International Total Compensation outside of North America and the roles governments play in total compensation systems. Attach the article along with your thoughts and opinions on it (200 words or less) by Thursday. Post comments to at least two of your classmate's postings by Saturday (20 Points).
4. Quiz over chapter contents (20 Points) by Saturday

Epilogue – Challenges Facing Compensation Professionals

1. Reading Assignment: Epilogue. Please read the textbook prior to completing any of the assignments.
2. Individually answer Epilogue Question #1. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
3. Individually answer Epilogue Question #6. Prepare your answer (200 words or less) by Thursday and post it to the Discussion Board. Then individually respond to at least two other postings by Saturday. (20 Points)
4. Quiz over chapter contents (20 Points) by Saturday. (**NOTE:** 10 Questions worth 2 points each.)
5. Test over Chapters 13-15 (Compensation Challenges for Strategic Employee Groups and Compensation Issues Around the World) by Saturday.

Week 16:

1. Complete Final Exam (Test, 100 points) by Friday.

Grading

Week	Points	Sum
1	70	70
2	80	150
3	60	210
4	80	290
5	140	430
6	60	490
7	60	550
8	160	710
9	60	770

Week	Points	Sum
10	60	830
11	60	890
12	160	1050
13	60	1110
14	60	1170
15	160	1330
16	100	1430

***The total does not indicate a passing or failing grade for this course. A valid attempt for all essays (media analysis, feature article, research narrative, and essay critique) is necessary to receive a passing grade to pass the course.**

Grade Percentages

Letter Grade	Percentage	Points
A	90% - 100%	1287+
B	80% - 89%	1144 - 1286
C	70% - 79%	1001 - 859
D	60% - 69%	858+
F	Below 60%	<858

**** The Syllabus is subject to change at the discretion of the instructor. A variety of activities are intended to reinforce the materials read, the course goals and course topics.***

Netiquette:

We will be communicating a lot with each other. You will need to be respectful of the instructor and each other. Your classmates' ideas and beliefs may differ from your own, be polite! When in doubt, you can agree to disagree. You will be expected to communicate with your classmates and your instructor using appropriate language and style, which includes written/typed communication. Remember: the way you communicate can reflect the level of respect you have the people with whom you communicate. You will want to practice good e-mail etiquette when typing questions/responses to the instructor and classmates, such as avoiding using all caps when typing or using an accusatory tone.

You must complete all assignments in eight weeks. Please ignore the 16 weekly assignment due dates and post by dates. You will have to post timely and respond to each other's posts to earn all the points for assignments in our course. Please be considerate of each other and work diligently in our class to learn as much as possible about Strategic Compensation and earn the best grade you can.

Late Work:

You will have to budget your time to ensure course completion in eight weeks.

Academic Integrity:

Edison Community College expects students to submit original work for each assignment. The Student Handbook

<https://www.edisonohio.edu/digipub/StudentHandbook/index.html> , pages 28-29 clearly defines academic dishonesty and how Edison handles cases of academic dishonesty. Using peer support and tutoring services is not considered academic dishonesty, as long as the work is original and in your own voice, meaning you didn't submit work you did previously or "borrow" words/ideas without crediting the source. The same policy goes for AI-generated text. For example, you may use predictive text to fix spelling errors. You may not tell an AI software to write a critique of an essay for you and copy/paste the text. Any use of AI (outside of spell-checker) must be approved by the instructor and noted with the following at the bottom of the assignment:

"The author generated this text in part with <insert name/URL of AI platform>. Upon generating draft language, the author reviewed, edited, and revised the language to their own liking and takes ultimate responsibility for the content of this submission."

Any final draft exhibiting the use of AI without permission and crediting the source will be counted as plagiarism. **Any assignment that is plagiarized (whether intentional or unintentional) or lacks appropriate citations will automatically receive a failing grade. Intentional submission of someone else's work as your own will result in automatic failure for the course. Whereas, assignments that simply fail to cite in MLA format will have points deducted accordingly.**

Testing Your Faith Act Policy

Edison State Community College is committed to providing an environment respectful of students' beliefs. Students are permitted to be absent for up to 3 days each semester based on their faith, religion, or spiritual belief system with no academic penalty. Students must complete the Testing Your Faith Act Accommodations

Form, <https://www.edisonohio.edu/services-support/registration-records>, located in "Forms" and provide a copy to their individual faculty within 14 days from the start of the course. The entire policy can be found in the student handbook at <https://www.edisonohio.edu/services-support/student-resources>.

For Blackboard Assignment issues, the Instructor should be the first point of contact

For Log-in or other technology issues:

There are several steps you can follow if you have issues logging in to Blackboard or Office. During business hours:

- Password reset: Log onto office.com with your Edison email and follow the “forgot password” prompts.
- Reach out for help during regular business hours (9-5 Monday-Thursday, 9-4 Friday)
 - email to support@edisonohio.edu
 - call 937-778-8600 and ask for IT

Help Desk After hours:

- Password reset: Log onto office.com with your Edison email and follow the “forgot password” prompts
- Go to www.edisonohio.edu into the Resources tab and click "IT Help Desk" then click "Chat".
- Call 937-778-7957 and talk to the off-campus Blackboard company to get help.