



SYLLABUS PART II
COMPENSATION & BENEFITS
3 CREDIT HOURS

Section/Term:	HRM-212S-801FS
Class Meeting Time:	Online
Location:	Online
Required items: Edition	Textbook: Strategic Compensation, Martocchio, 10 th
Faculty:	Tom Weissbrod, PHR Graduated with BBA University of Toledo, 1978 Masters Work at Central Michigan University
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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.

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.

**** 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.***

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; 2) Appropriate volume, (i.e., 200 words or less, but at least 100 words for answers and 3) Please respond with added value to the topic (Personal experience, on topic-understanding, constructive comments, 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 one or two and there will 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.

Date/Week Activities & Assignments

Week 1: 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 over chapter contents (20 Points) Due by Saturday midnight.

Week 2: 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 on 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

Week 3: 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

Week 4: 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 yours 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 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.

Week 5: 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.

Week 6: 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.

Week 7: 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.

Week 8: 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 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.

Week 9: 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

Week 10 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.

Week 11: 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

Week 12: 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 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.

Week 13: 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 postings by Saturday. (20 Points)

4. Quiz over chapter contents (20 Points) Due Saturday

14 Week: 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

15 Week: 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)

3. 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: Final Course Examination (Test, 100 points) by Friday.

Grade Percentages

A 90% - 100%	= 1377 - 1530
B 80% - 89%	= 1224 - 1376
C 70% - 79%	= 1071 - 1223
D 60% - 69%	= 918 - 1070
F Below 60%	= <918

Evaluation Methods

Student Profile & Zoom meeting	= 30
5 Tests and 1 Final Comprehensive Test 100 points each	= 600
15 Weekly Quizzes 20 points each	= 300
30 Discussion Questions, Research Assignments & Case Studies	= 600

Total possible points

1530

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
10	160	930
11	60	990
12	160	1150
13	60	1210
14	60	1270
15	160	1430
16	100	1530

*** *Syllabus subject to change at the discretion of the instructor.***