

University of Arkansas – Fort Smith
5210 Grand Avenue
P. O. Box 3649
Fort Smith, AR 72913–3649
479–788–7000

General Syllabus

MGMT 4153 Strategic Compensation

Credit Hours: 3 Lecture Hours: 3 Laboratory or other types of Hours: 0

Prerequisite: Admission to the College of Business and MGMT 3173 Human Resource Management or consent of instructor

Effective Catalog: 2020-21

I. Course Information

A. Catalog Description

Analyzes how compensation and benefits systems can support an organization's strategy.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Appraise the various types of compensation.
2. Evaluate how employers determine pay.
3. Support the role of benefits in the compensation package.
4. Distinguish between compulsory and discretionary benefits.
5. Critique current issues in compensation including globalization and diversity.
6. Examine the factors that may influence compensation decisions.
7. Assess the role of compensation in organizational strategy.
8. Defend the role of performance appraisal in appropriately compensating employees.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Communication Skills (written and oral)

Students will compose coherent documents appropriate to the intended audience, effectively communicate orally in a public setting, and develop effective listening skills.

Analytical Skills**Critical Thinking Skills**

Students will identify problems/issues and develop solutions/analysis.

Analytical Skills**Quantitative Reasoning Skills**

Students will assign and use numbers, read and analyze data, create models, draw inferences, and support conclusions based on sound mathematical reasoning.

III. Major Course Topics

- A. Strategic Analysis and Contextual Factors
- B. Contextual Influences on Compensation Practice
- C. Seniority and Merit Pay
- D. Incentive Pay
- E. Person-Focused Pay
- F. Designing an Internally Consistent and Externally Competitive Compensation System
- G. Legally Required and Discretionary Benefits
- H. International Compensation
- I. Executive Compensation