

University of Arkansas - Fort Smith
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General Syllabus

OMT 1653 Employee Benefits

Credit Hours: 3

Lecture Hours: 3

Lab Hours: 0

Effective Catalog: 2018-2019

I. Course Information

A. Catalog Description

Covers the psychology, economics and regulation of employee benefits.

B. Additional Information - None

II. Student Learning Outcomes

A. Subject Matter

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

1. Understand the psychology of employee benefits.
2. Recognize the economics of employee benefits.
3. Explain employee benefits regulation.
4. Recognize employer sponsored retirement plans.
5. Demonstrate knowledge of employer sponsored health insurance programs.
6. Compare approaches to employer-sponsored disability insurance and life insurance.
7. Recognize services provided by the employer

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking Skills - Students will perform basic mathematical calculation pertaining to their personal financial matters and develop and interpret compensation, deductions, and benefits.

Quantitative Reasoning

Students will identify appropriate mathematical formulas and principles to solve real-world problems.

III. Major Course Topics

- A. Employee benefits
 - B. Psychology of employee benefits
 - C. Economics of employee benefits
 - D. Regulating of employee benefits
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