



# 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 2016</b>
Prerequisite(s):	BUAD 269 and third year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Required BBA, Human Resources Management Specialty area
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	Students who have received credit for BUAD 245 cannot take BUAD 376 for further credit.
Development Date:	November 2012
Revision Date:	December 2014

**Professors**

Name	Phone number	Office	Email
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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. The simulation provides students with an opportunity to enrich their understanding of the compensation process by applying course concepts to a simulated organization. Using the simulation, students will design a compensation system from beginning (assessing organizational strategy) to end (describing the implementation and evaluation of the system).

See the Course Schedule for weekly details regarding content and deliverables.

**Required Texts/Resources**

Strategic Compensation in Canada, Long, R.J. 5th ed., Toronto: Nelson Education Ltd., 2014.
Strategic Compensation: A Simulation, 5th ed. <i>Access card &amp; code bundled with textbook.</i>



**Course Schedule**

Date	Topic	Textbook
	Tues. Sept 6 College-wide Orientation Day Wed. Sept 7 Classes begin Mon. Oct 10 Thanksgiving Day	
Week    Date		

## **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 communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study

Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### **What is Cheating?**