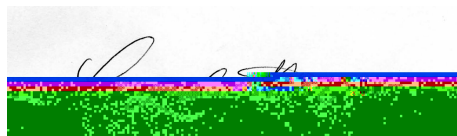




Business Administration

Course Number:	BUAD 376
Course Title:	COMPENSATION AND BENEFITS
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:	Fall 2017
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

Roger Wheeler <i>Course Captain</i>	250-762-5445 #4226	Kelowna: C119	rwheeler@okanagan.bc.ca

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 v1i1 0 0 1 100.7 50

Evaluation

Team Simulation Project* (Phase I, II & III 15% each)	45%
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Course Schedule

Week	Date	
	Tues. Sept 5	College-

SKILLS ACROSS THE BUSINESS CURRICULUM

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

What is the Disruption of Instructional Activities?