

MNGT 211

Compensation Administration

3 Credits

Community College of Baltimore County
Common Course Outline

Description

MNGT 211 – Compensation Administration: is a course in which students explore the five major areas of wage and salary administration; students examine job evaluation and employee evaluation, job standardization and work measurement, incentives, wages, and managerial compensation.

Pre-requisites: MNGT 101

Overall Course Objectives

Upon completion of this course, students will be able to:

1. define compensation and forms of pay involved;
2. explain the different strategies in designing pay;
3. summarize the internal alignment of jobs and compensation;
4. review job analysis and how it is accomplished;
5. evaluate job-based structures and how they influence job evaluation;
6. evaluate person-based structures and how they influence skill plans;
7. discuss external completion and its influence on costs and labor;
8. summarize the decisions involved in designing pay levels and pay;
9. explain pay-for-performance structures and the motivating factors involved;
10. compare and contrast the types of pay-for-performance plans;
11. define performance appraisals and the strategies for measuring job performance;
12. discuss the union role in determining wage and salary policies;
13. compare and contrast international pay systems;
14. summarize government and legal issues in compensation; and
15. analyze labor costs and revenues in relation to organizational strategy.

Major Topics

- I. Compensation theory
- II. Business strategy
- III. Job analysis
- IV. Job evaluation methods
- V. Compensation strategy
- VI. Pay-policy
- VII. Employee contributions
- VIII. Pay-for-performance plans
- IX. Performance appraisals
- X. International pay systems

The Common Course Outline (CCO) determines the essential nature of each course.
For more information, see your professor's syllabus.

Course Requirements

Grading will be determined by the individual faculty member, but shall include the following, at minimum:

- three discussions
- three tests
- one presentation

Written assignments and research projects: Students are required to use appropriate academic resources in their research and cite sources according to the style selected by their professor.

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