EASTERN KENTUCKY UNIVERSITY  
COLLEGE OF BUSINESS AND TECHNOLOGY  
Department of Management, Marketing and Administrative Communication  
COURSE SYLLABUS  
Spring, 2010

COURSE NUMBER: Management 425  
Tues and Thurs 9:30-10:45  
BTC 203

COURSE TITLE: Compensation Management

PREREQUISITES: MGT 320

INSTRUCTOR: Allen D. Engle, Sr.

OFFICE: 120 BTC  
Phone: 622-6549; Email: allen.engle@eku.edu  
Office Hours: Tues and Thurs., 8:00-9:30; 12:30-2:30

TEXTS: (1) Milkovich, Newman and Gerhart, Compensation, 10th Edition (2011);  

SUPPLEMENTAL MATERIALS: Web (www.people.eku.edu/englea/) and Reserve Materials

COURSE DESCRIPTION: Prerequisite, MGT 320. Advanced study of the human resource function of employee compensation. Topics include job analysis and evaluation, compensation surveys, pay structures, budgeting, pay for performance systems, benefit administration, and federal regulation of compensation management.

COURSE OBJECTIVES: The primary objective of this course is to introduce students to the complex set of interdependent decisions involved in strategic pay design. While involved in this decision process students will learn the theoretical underpinnings of external equity, internal equity and individual equity in domestic and multinational firms. Finally, the specific compensation techniques designed to insure the selection, placement and motivation of human resources to implement organizational strategy will be practiced in a simulated case setting.

COURSE REQUIREMENTS:
1. Students are required to make meaningful, systematic contributions to in-class discussions. When called upon to define a term or outline a model, students are expected to have prepared for that session’s material with a meaningful response and/or a series of specific questions on the topic at hand.
2. Students are responsible for preparing for two exams and a cumulative final exam. These exams will be in essay format, some combination of short and long essay questions calling on knowledge of the topic and an ability to relate the topic at hand to other elements of compensation practices. Time will be at a premium and students are required to synthesize readings and distill the major points of the focal topics.
3. Students are required to engage in a series of four compensation simulation projects (Phases I through IV) and write up and hand in their responses to the four assignments as per the tentative course outline schedule below. These assignments will be evaluated based upon readability – use of Standard English and clarity of presentation, accuracy of calculations, appropriateness of variable classification and application of textual material to the specific case.

4. Students are responsible for developing their understanding of the human resource profession by regular attendance at on-campus and off-campus activities that relate to this field.

**COURSE EVALUATION PROCESS:** The final course grade will be based upon the following criteria:

<table>
<thead>
<tr>
<th>Evaluation Area</th>
<th>Points</th>
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<tbody>
<tr>
<td>2 Exams (100 points each)</td>
<td>200</td>
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<tr>
<td>1 Comprehensive Final</td>
<td>150</td>
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<tr>
<td>Ongoing Case Simulation</td>
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<tr>
<td>Phase I</td>
<td>50</td>
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<tr>
<td>Phase II</td>
<td>50</td>
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<tr>
<td>Phase III</td>
<td>50</td>
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<td>Phase IV</td>
<td>50</td>
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<tr>
<td>In Class and Professional Leadership</td>
<td>50</td>
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<tr>
<td>Total Points</td>
<td>600</td>
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Grading scale: 90%>=A, 89%-80%=B, 79%-70%=C, 69%-60%=D, <60%=F

**STUDENT PROGRESS REPORTING:** Modules, exams and other student work will be returned to students with written feedback as soon as possible.

**USE OF STUDENTS’ MATERIALS:** The professor reserves the right to retain for pedagogical reasons either the original, or a copy, of any student’s test, written assignment, paper, video, or similar work submitted by the student, either individually or as a group project, for this class. Student’s names will be deleted from any retained items.

**ATTENDANCE POLICY:** Students are expected to attend all classes. Examinations will be drawn from the text and lecture notes, so an inability to consistently attend class will negatively impact on test scores as well as the "in class and professional leadership" section.

**ACADEMIC INTEGRITY STATEMENT:** Students are advised that EKU's Academic Integrity Policy will strictly be enforced in this course. The Academic Integrity policy is available at [www.academicintegrity.eku](http://www.academicintegrity.eku). Questions regarding the policy may be directed to the Office of Academic Integrity.

**ACADEMIC ACCOMMODATION:** If you are registered with the Office of Services for Individuals with Disabilities, please obtain your accommodation letters from the OSID and present them to the course instructor to discuss any academic accommodations you need.
believe you need accommodation and are not registered with the OSID, please contact the Office in the Student Services Building, Room 361, by email at disserv@eku.edu or by telephone at (859) 622-2933 V/TDD. Upon individual request, this syllabus can be made available in an alternative format.

**ADVISING:** Departmental advising will take place for three days, **March 22nd through 24th, 2010.** Your advisor will conduct advising in their office during this three-day period. A three-day advising period allows students to be advised early for classes before registration begins, giving students the best opportunity to register for the classes they request. Sign-up sheets will be available in front of your advisor’s office by **March 15th.** Before your appointment, make sure you have a tentative schedule of classes that you plan on taking. If you fail to attend your advising appointment or fail to sign up during these three days, your next advising opportunity may not be until the last two days of the advising period and you could possibly miss out on taking classes that you are hoping for. There are no exceptions to this policy.
Week Of Topics and Materials to Be Covered

1/12 Introduction, overview of class; Chapter 1 (M&N); Introduction (M&M)
1/19 Compensation Strategy, Chapter 2 (M&N)
1/26 Equity and Stability, Chapter 3 (M&N); Job Analysis, Chapter 4 (M&N)
2/2 Ch 4, cont.; Phase 1, (M&M)
2/9 Job Evaluation, Chapter 5 (M&N)
2/16 Person Based Pay and Administration, Chapter 6 (M&N)
2/18 **EXAM ONE (CHPTRS 1-6 in M&N)**
2/23 External Competitiveness, Chapter 7 (M&N); discuss Phase 1 issues
3/2 Internal Competitiveness, Chapter 8 (M&N); **PHASE ONE DUE**

**WEEK OF 3/8 ACADEMIC HOLIDAY**

3/16 Individual Equity, Chapter 9 (M&N);
3/19 **LAST DAY TO DROP CLASS**
3/23 Performance Appraisal, Chapter10 (M&N); Phase 2, (M&M)
3/26 **PROFESSIONAL SKILLS CONFERENCE**
3/30 Appraisal Issues, Chapter 11 (M&N); Benefit Processes, Chapter 12 (M&N); **PHASE TWO DUE**
4/6 Chptr 12, cont.; Benefit Options, Chapter 13
4/13 **4/15 EXAM TWO (CHPTRS 7-13 in M&N)**; Governmental Roles, Chapter 17 (M&N)(NOTE we are skipping Chapters14 & 15)
4/20 Phase 3, (M&M); Pay Budgeting, Chapter 18 (M&N); **PHASE THREE DUE**
4/27 International Compensation, Chapter 16 (M&N); International Compensation; PLUS (DFE, Ch. 7);
**FINAL PHASE IV WRITE UP DUE**

**Tuesday, May 4th from 8:00-10:00 FINAL EXAM, CUMULATIVE, EMPHASIS ON 16-18 in M&N & INTERNATIONAL READINGS**

ENGLE 1/10