



FH Salzburg

Course Syllabus

Study programme	Business Management
Course code	BWB4COBIL
Course title	Compensation & Benefits
Term / year of study when the course is delivered	Spring/Summer Term
Cycle	1 st cycle
ECTS credits / contact hours	5 / 28
Teaching units (hours/week - SWS)	2
Course type	Integrated Lecture
Prerequisites	Basic concepts of Compensation & Benefits; Literature to read: Torrington, D., Hall, L., Taylor, S. (2020): Human Resource Management. 10 th ed. Harlow: Pearson, chapter 25, 26, 27 (online available).
Language of instruction	English
Course content	Compensation and Benefits is one of the most important and difficult topics in human resource management. In this course students explore different compensation systems for certain groups of employees such as sales staff, executives mainly in case studies. Special compensation systems (e.g. cafeteria system) and remuneration in modern organizations will be discussed and critically reflected.
Learning outcomes	<ul style="list-style-type: none">○ Apply Different compensation systems○ Examine payment for sales staff○ Understand payment for executives○ Examine special compensation systems (e.g. cafeteria system)

	<ul style="list-style-type: none"> ○ Understand remuneration in modern organizations 															
Learning methods	This course uses the Active Learning Model which requires students to become an active participant. It is based on the case study method. It deploys a mixture of lectures, presentations, debates, group work and case studies.															
Assessment methods & criteria	In-class participation, group work, case studies, seminar paper, written exam															
Grading Scale	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10px;">1</td> <td style="width: 70%;">Excellent</td> <td style="width: 20%;">100 - 93%</td> </tr> <tr> <td>2</td> <td>Good</td> <td>83 - 92%</td> </tr> <tr> <td>3</td> <td>Good average</td> <td>70 - 82%</td> </tr> <tr> <td>4</td> <td>Below average</td> <td>50 - 69%</td> </tr> <tr> <td>5</td> <td>Insufficient</td> <td>< 50%</td> </tr> </table>	1	Excellent	100 - 93%	2	Good	83 - 92%	3	Good average	70 - 82%	4	Below average	50 - 69%	5	Insufficient	< 50%
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2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
Recommended resources	<p>Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd.</p> <p>Berger, L.A., Berger, D. (2015): The Compensation Handbook, Sixth Edition: A State-of-the-Art Guide to Compensation Strategy and Design. 6th ed. McGraw-Hill.</p> <p>Boeri, T., Lucifora, C., Murphy, K.J. (2013): Executive Remuneration and Employee Performance-Related Pay: A Transatlantic Perspective. Fondazione Rodolfo De Benedetti Reports.</p> <p>Bratton, J. & Gold, J. (2017): Human Resource Management - Theory & Practice. London: Palgrave Macmillan.</p> <p>Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.</p>															
Attendance	<p>Attendance is both expected and considered to be necessary for adequate completion of the course.</p> <p>Attendance criterion: 75% of overall course time</p>															

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