



FH Salzburg

Course Syllabus

Study programm	Business Management
Course code	BWIB4COBIL
Course title	Compensation & Benefits
Term / year of study when the course is delivered	Spring/Summer Term
Cycle	1st cycle
ECTS credits / contact hours	5 / 28
Teaching units (hours/week - SWS)	2
Course type	ILV (Interactive lecture)
Prerequisites	<ul style="list-style-type: none">• B2 level in English• Basic concepts of Compensation & Benefits;• Prereadings: Torrington, D., Hall, L., Taylor, S. (2017): Human Resource Management. 10th ed. Harlow: Pearson, chapter 25, 26
Language of instruction	English
Course content	Compensation and Benefits is one of the most important and complex topics in human resource management. In this course students explore different compensation systems for certain groups of employees such as sales staff or executives - mainly in form of case studies. Special compensation systems (e.g. cafeteria system) and remuneration in modern organizations will be discussed and critically reflected.
Learning outcomes	In this course, students learn to

Technology
Health
Media

	<ul style="list-style-type: none"> • Explain and apply various compensation systems • Understand payment schemes for sales staff • Understand payment schemes for executives • Grasp special compensation systems (e.g. cafeteria system) • Master the concept of remuneration in modern organization (e.g. enhancing new work & new leadership models, agility and digitalization). 															
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 and deploys a mixture of lectures, presentations, debates, group work and case studies.															
Assessment methods & criteria	<ul style="list-style-type: none"> • In-class participation • Written Exam/ Term Paper/ Group Project • Presentation 															
Grading Scale	<table> <tr> <td>1</td> <td>Excellent</td> <td>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%
1	Excellent	100 - 93%														
2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
Recommended resources	<ul style="list-style-type: none"> • Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd. • 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. • Boeri, T., Lucifora, C., Murphy, K.J. (2013): Executive Remuneration and Employee Performance-Related Pay: A Transatlantic Perspective. Fondazione Rodolfo De Benedetti Reports. 															



	<ul style="list-style-type: none">• Bratton, J. & Gold, J. (2017): Human Resource Management - Theory & Practice. London: Palgrave Macmillan.• Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.
Attendance	75%

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