



FH Salzburg

## Course Syllabus

<b>Study programm</b>	Business Management
<b>Course code</b>	BWIB4COBIL
<b>Course title</b>	Compensation & Benefits
<b>Term / year of study when the course is delivered</b>	Spring/Summer Term
<b>Cycle</b>	1st cycle
<b>ECTS credits / contact hours</b>	5 / 28
<b>Teaching units (hours/week - SWS)</b>	2
<b>Course type</b>	ILV (Interactive lecture)
<b>Prerequisites</b>	<ul style="list-style-type: none"><li>• B2 level in English</li><li>• Basic concepts of Compensation &amp; Benefits;</li><li>• Prereadings: Torrington, D., Hall, L., Taylor, S. (2017): Human Resource Management. 10th ed. Harlow: Pearson, chapter 25, 26</li></ul>
<b>Language of instruction</b>	English
<b>Course content</b>	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.
<b>Learning outcomes</b>	In this course, students learn to

Technology  
Health  
Media

	<ul style="list-style-type: none"> <li>• Explain and apply various compensation systems</li> <li>• Understand payment schemes for sales staff</li> <li>• Understand payment schemes for executives</li> <li>• Grasp special compensation systems (e.g. cafeteria system)</li> <li>• Master the concept of remuneration in modern organizations</li> </ul>															
<b>Learning methods</b>	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.															
<b>Assessment methods &amp; criteria</b>	<ul style="list-style-type: none"> <li>• In-class participation</li> <li>• Written Exam/ Term Paper/ Group Project</li> <li>• Presentation</li> </ul>															
<b>Grading Scale</b>	<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>&lt; 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%														
<b>Recommended resources</b>	<ul style="list-style-type: none"> <li>• Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd.</li> <li>• 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.</li> <li>• Boeri, T., Lucifora, C., Murphy, K.J. (2013): Executive Remuneration and Employee Performance-Related Pay: A Transatlantic Perspective. Fondazione Rodolfo De Benedetti Reports.</li> <li>• Bratton, J. &amp; Gold, J. (2017): Human Resource Management - Theory &amp; Practice. London: Palgrave Macmillan.</li> </ul>															



	<ul style="list-style-type: none"><li>• Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.</li></ul>
<b>Attendance</b>	75%

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