

## HRES2212 - Strategic Compensation

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| Credits:           | 3 (3/0/0)  |
| Description:       | This course provides an understanding of employee compensation both direct and indirect, and how it relates to business strategy.  |
| Prerequisites:     |  |
| Corequisites:      |  |
| Pre/Corequisites*: |  |
| Competencies:      | <ol style="list-style-type: none"><li>1. Recognize the different elements and terminology of compensation including direct and indirect compensation.</li><li>2. Explain the motivating value of compensation.</li><li>3. Identify the elements of the compensation strategy.</li><li>4. Assess the importance of job analysis, job descriptions/specifications and job evaluation in administering a compensation strategy.</li><li>5. Differentiate different job evaluation methods.</li><li>6. Link compensation to organizational objectives.</li><li>7. Identify the role of performance appraisals in compensation decisions.</li><li>8. Identify and describe employment laws that impact compensation.</li><li>9. Design a competitive compensation strategy.</li></ol> |
| MnTC goal areas:   | None   |

*\*Can be taking as a Prerequisite or Corequisite.*