HRES1130 - Benefits Administration

Credits:	3 (3/0/0)
Description:	This course covers basic knowledge and information about the various types of benefits that are typically offered by employers for their employees.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	1. Distinguish between legally required and discretionary benefits. 2. Identify the considerations influencing the design of a benefit program and implementation and coordination with external providers and technology. 3. Identify the primary objectives and examples of employee benefits including income protection, paid time off, and accommodation and enhancement products. 4. Describe the company benefits planning process and its connection to a businesses strategic plan. 5. Examine why employers offer employee benefits. 6. Research the laws and reporting requirements that regulate employee benefits. 7. Differentiate between various approaches to benefit plan offerings. 8. Describe the different methods used to manage the cost of employee benefits. 9. Analyze the communication methods used to build awareness of employee benefit offerings. 10. Construct an employee benefit package that supports strategic goals, acknowledges external and internal influences and is compliant with legal requirements. 11. Calculate the market cost of an individual employee's benefit package.
MnTC goal areas:	None

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

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