

## HRES2212 - Strategic Compensation

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.*