

## 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.