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:	1. Recognize the different elements and terminology of compensation including direct and indirect compensation. 2. Explain the motivating value of compensation. 3. Identify the elements of the compensation strategy. 4. Assess the importance of job analysis, job descriptions/specifications and job evaluation in administering a compensation strategy. 5. Differentiate different job evaluation methods. 6. Link compensation to organizational objectives. 7. Identify the role of performance appraisals in compensation decisions. 8. Identify and describe employment laws that impact compensation. 9. Design a competitive compensation strategy.
MnTC goal areas:	None

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

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