

Global Learning Semesters

Course Syllabus

Course: HRM-325 Compensation and Rewards Systems

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-325	Compensation and Rewards Systems	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	HRM-205
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

1. Compensation theory and administration.
2. The strategic role of compensation in the organization's objectives.
3. Employee reward systems.
4. Contracts of employment.
5. Incentive and performance management.
6. Competitive advantage.
7. Compensating the flexible workforce.
8. Collective bargaining with unions and other bodies.
9. Taxation systems.
10. Pensions.
11. Compensating executives.
12. International compensation.
13. Employee benefits: legally required.
14. Employee benefits: discretionary benefits.
15. International consistency and external equity.

Course Aims and Objectives

The course aims to introduce students to compensation theory and practice through a combination of lectures and discussion and exercise-solution techniques. It explores the role of compensation management in promoting a company's competitive advantage; the design and maintenance of employee pay and benefits systems that contribute to the effective implementation of organizational strategy with emphasis on internal equity, external competitiveness, employee motivation, legality, and budgetary issues in compensation administration.

Teaching Methods

The course is delivered through lectures and case studies.

Course Teaching Hours

42

Evaluation and Grading

Project/homework:	10%
Mid-Term:	40%
Final Exam:	50%

Readings and Resources

Required Textbook

Wright, A. Reward Management in Context ISBN: 0852929935, CIPD

Recommended Reading

Henderson R.I., Exercise Book for Compensation Management in a Knowledge-Based World, (7th edition), Prentice Hall; Upper Saddle River, NJ, (1998).