

**MAN 6331
SECTION 4831
COMPENSATION IN ORGANIZATIONS
MODULE 4 -- SPRING 2018**

INSTRUCTOR: Dr. S. H. Himes, Jr.
Office Location: Stuzin 211F
Office Phone: 352-846-3504 (e-mail contact preferred)
Office Hours: TR 9:45-10:45 or by appointment
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TEXTBOOK:

Strategic Compensation: A Human Resource Management Approach, by Matrocchio (9th Edition, 2017). Publisher: Pearson. ISBN#: 978-0-13-432054-0.

Only the textbook is required. You won't need MyManagementLab.

DETERMINATION OF FINAL GRADE:

| | |
|-------------------------|----------|
| Exam #1 ----- | 100 pts. |
| Exam #2 ----- | 100 pts. |
| In-Class Exercise ----- | 50 pts. |
| Written Exercises ----- | 40 pts. |
| Class Activities ----- | 10 pts. |
| TOTAL----- | 300 pts. |

Grading is cumulative throughout the term. Final grade determination is based on the maximum possible point total (300). Minimum GUARANTEED grade levels are: **A:** 276 (92%); **A-:** 264 (88%); **B+:** 255 (85%); **B:** 246 (82%); **B-:** 234 (78%); **C+:** 225 (75%); **C:** 216 (72%); **C-:** 204 (68%); **D+:** 195 (65%); **D:** 186 (62%); **D-:** 180 (60%).

IMPORTANT DATES:

Tue., Apr. 3 -- Exam #1
Tue., Apr. 24 and Thu., Apr. 26 -- In-Class Exercises
Tue., May 1 -- Exam #2

READING ASSIGNMENTS BY WEEK:

Mar. 13 -- Ch. 1

Mar. 20 -- Ch. 2, 3

Mar. 27 -- Ch. 4, 5

Apr. 3 -- Ch. 6

Apr. 10 -- Ch. 7, 8

Apr. 17 -- Ch. 9, 10

Apr. 24 -- In-Class Exercises

CLASS POLICIES:

1. Attendance will be taken at each class meeting. You may miss a maximum of **THREE** classes during the term, but each absence in excess of three will result in a ten-point reduction from your final grade. Other grade effects may occur depending on which class(es) you miss.
2. Please try to arrive at each class on time and plan to stay until the end.
3. All exams **MUST** be taken on the dates indicated on the first page of this syllabus. **NO MAKE-UPS WILL BE GIVEN!**
4. Please make sure that your electronic devices don't cause a distraction in the classroom.

COURSE PREREQUISITE: Graduate standing

COURSE DESCRIPTION: Relevant practical and theoretical information regarding design of reward systems that support organizational strategies. The format emphasizes lectures and class discussion.

These activities will provide you with opportunities to enhance your critical abilities on compensation-related topics. You will learn how to communicate both verbally and in writing evaluations and ideas about compensation within firms.

You are expected to take a high level of responsibility for your own learning. Reading assignments should be read in advance to facilitate class understanding and debate. Class contribution will build on the reading and you will be responsible for topics covered in either the reading or the course lectures.

COURSE OBJECTIVES:

1. Learning the core concepts of compensation;
2. Being able to transfer those concepts to the workplace;
3. Identifying the relationship between compensation and organizational strategy;
4. Considering the legal constraints associated with compensation

CLASSROOM ACCOMMODATION:

The University requires that the following statement be placed on every syllabus:

“Students requesting classroom accommodation must first register with the Dean of Students Office. The Dean of Students Office will provide documentation to the students, who must then provide this documentation to the instructor when requesting accommodation.”

If you have a disability and follow the University’s process for certifying to me what you need, the instructor will make any reasonable accommodation.

NOTE: This syllabus represents the class plan prior to the beginning of the term. However, unforeseen circumstances sometimes require syllabus modification once the course has started. The instructor will inform the class of any changes.