

Figure 6.4

Compensation management Abbreviated Course Syllabus

Course Number: BB914A
Course Name: Compensation management (Case)
Instructors: ZhaoYing
Students: HRM2022
Required Text: 1.Compensation management, Liuxin,China Renmin University Press, Edition 2021,6
 2.Strategic compensation management, Joseph J. Marteau,China Renmin University Press, Edition 2005.1

Course Description: Compensation management focuses on compensation management in various firms, mainly including the design of compensation management system and strategy. It tells students the original rules in compensation management by analyzing the factors of compensation level. The important tasks of this course are to research how to design compensation management systems, compensation structure, compensation level, compensation forms etc., making students grasp the original rules in compensation management in order to be qualified in future work.

Topic Outline:	Hours/Minutes
I. Introduction	4
A. The status,nature,task and studying objects of compensation management	
① The status and nature of compensation management	
② Development of compensation management	
③ The task and studying objects of compensation management	
B. The basic elements,concept of compensation	
C. The roles of compensation	
D. The basic rule of compensation management	
II. Strategic compensation management	4
A. Strategic compensation management and total compensation system	
B. Compensation strategy and firm strategy	
C. strategic compensation decision	
D. compensation management and organization culture	
III. Position compensation and position evaluation	6
A. Position compensation system	
B. Position analysis	
C. Position evaluation	
IV. Skill and ability compensation	4
A. The concept and type of skill compensation system	

B.	The key decision of skill compensation system	
C.	Ability model and ability compensation system	
V.	Compensation survey and compensation level decision	4
A.	Compensation level and external competitiveness decision.	
B.	The factors of compensation level decision.	
C.	Market compensation survey.	
VI.	Design of compensation structure	6
A.	The principle of compensation structure	
B.	Design of compensation structure	
C.	Broadband compensation	
VII.	Performance reward	4
A.	The basic principle of performance reward	
B.	The type of performance reward	
C.	Special performance confirm plan	
VIII.	Welfare management	2
A.	The concept and character of staff welfare	
B.	Type of staff welfare	
C.	Plan staff welfare	
IX.	Group compensation of special staff	4
A.	Compensation management of salesman	
B.	Compensation management of professional staff	
C.	Compensation management of expatriates	
D.	Compensation management of managers	
X.	Compensation budget, control and communication	2
A.	Compensation budget	
B.	Compensation control	
C.	Compensation communication	
Total Sessions (Coverage Hours)		40

Summary of compensation management Topics Covered in this Course:	Hours/Minutes
a. Marketing	4
b. Finance	8
c. Accounting	0
d. Management	6
e. Legal environment of Business	2
f. Economics	2
g. Business Ethics	2
h. Global Dimensions of Business	4
i. Business Communications	4
j. Information System	2
k. Quantitative Techniques and Statistics	4
l. Business Policies	0
m. Comprehensive or Integrating Experience	2

Total	Estimated	compensation	management	40
Coverage	Hours			