



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

BUS5710 Compensation and Benefits
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Define the role of compensation management
 - a Examine how compensation management is tied to organizational effectiveness
 - b Explain the goals of compensation management
 - c Know how to develop a compensation philosophy

2. Demonstrate why job descriptions are important for an organization
 - a Explain the elements of a job description and how job descriptions are constructed
 - b Define how job descriptions are connected to job evaluations
 - c Discuss what HR processes utilize job descriptions

3. Evaluate the effectiveness of labor market data
 - a Describe the various sources for labor market data
 - b Explain the uses of labor market data

4. Analyze the nexus of performance pay, motivation and productivity
 - a Define the types of pay
 - b Define the interface between pay and employee motivation and productivity
 - c Explain pay decision-making processes

5. Identify strategies for addressing the ethical, financial, and legal issues regarding benefit administration
 - a Explain the various types of benefits provided to employees
 - b Describe the ethical concerns within employee benefits
 - c Relate how employee benefits are associated to the financial impact for the company
 - d Describe the elements of benefits administration

6. Illustrate how the collective bargaining process influences compensation management
 - a Define the collective bargaining process
 - b Distinguish how the collective bargaining process is different than other compensation programs

7. Analyze the federal regulations associate with wage decision-making
 - a Describe the key federal regulations that influence compensation practices
 - b Explain the impact of federal regulations on wage decision-making
8. Define the unique characteristics of corporate executive compensation
 - a Distinguish how executive compensation differs from other types of compensation
 - b Identify the ethical decisions related to corporate executive compensation

Big Ideas and Essential Questions

Big Ideas

- Impact of human resources management in today's organizations
- Leadership and managerial competency levels
- Communications skills with the use of technological/computer literacy
- Organizational learning and community building relationships

Essential Questions

- What are your personal and professional outcomes for the course?
- How do you envision this course as a steppingstone in your career path to build your content knowledge?
- What skills, abilities, and experiences do you bring to the course and your classmates?
- Do you have a 1 -, 2 -, 5 -, 10 – year career plan? If no, are you willing to start planning it now?
- How important do you think your current research and writing skills are to your career?
- If you were to rate you research and writing skills on a scale of 1 – 5 right now with 1 being poor and 5 being great; what would be your answer?
- Do you think the field of Human Resources Management is a stable field or one that is ever – changing?

These SLOs are not approved for experiential credit.

Effective: Fall 2022