



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

HRM 3110 Compensating Human Resources
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Evaluate the strategic implications various compensation philosophies have on an organization.
 - a. Explain key strategic objectives employers utilize in developing compensation plans.
 - b. Compare internal and external compensation strategies relative to the labor market competition.
 - c. Explain pay for performance and its impact on motivation.
 - d. Explain the impact of union environments on compensation.
 - e. Compare various compensation structures.
 - f. Identify methods for containing labor costs.
 - g. Identify the impact of globalization and outsourcing on labor costs.
2. Analyze the various forms of employee benefits and the key components of constructing a benefits compensation plan.
 - a. Interpret the legal constraints imposed on employee benefits by the Employee Retirement Income Security Act (ERISA), the Affordable Care Act (ACA) and other similar laws.
 - b. Identify the impact of benefits on the process of containing labor costs.
3. Evaluate the impact the Fair Labor Standards Act (FLSA) and other laws have on the compensation practices of an organization.
 - a. Interpret the FLSA as it applies to overtime work by salary employees.
 - b. Describe the enforcement process of the FLSA.
 - c. Apply the provisions of the Act to payroll situations in organizations.
 - d. Identify other laws that impact compensation practices.
4. Develop a compensation plan for a position in an organization.
 - a. Construct a job evaluation.
 - b. Research various compensation development schemes (e.g. point factor).
 - c. Develop a rate of pay and plan how future pay increases will be calculated.

These SLOs are approved for experiential credit.

Effective: Fall 2017

