

MHR 7313
COMPENSATION FUNDAMENTALS
Spring 2018

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- 1/8 – Introduction to Total Rewards, Chapter 1
Assignment 1 – Write Job Description – Due January 22nd
- 1/22 – Strategy, Job Analysis, Chapters 2, 4
Assignment 2 – Write Fast Cat Compensation Philosophy Statement - Due January 29
- 1/29 – Groups Present Fast Cat Comp Philosophy Statements
Intro - Job Based Structures, Job Evaluation, & External Competiveness, Chapters 5, 6, 8
Assignment 3A & B – Due February 5
3A - Assign benchmark and nonbenchmark jobs to structure
3B – Recommend a structure
- 2/5 – Chapters 5, 6, 8 Part 2
Review Assignment 3A
Groups Present Responses to Assignment 3B
Assignment 4 - Fast Cat - Define the competitive market and pay target for the four employee groups identified
Recommend the number of pay structures needed – Due 4/9
- 2/12 – Variable Pay, Chapters 9 & 10
Assignment 5 - Recommend the appropriate pay mix, with regard to base compensation, short term incentives, and long term incentives for FastCat's employee groups
Recommend Bonus Plan for Fast Cat – Due 4/9
- 2/19 – Mid Term
2/26 – Class Cancelled
3/5 – Pay for Performance/Merit Increases, Chapter 11
3/12 - Spring Break
3/19 – Benefits, Chapters 12 & 13
3/26 - Special Groups – Executives, Unions & Sales Compensation, Chapter 15
4/2 – International Compensation, Chapter 16
4/9- Legal and Regulatory Environment, Chapter 17
4/16 – Administration, Chapter 18
4/23 – Exam