

MGT460.01—Compensation Management

Fall 2009

1:30-2:45pm MW, GU 101

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Office hours: 2:00-3:30 Tu & by appointment

Text: Milkovich, G.T. & Newman, J.M. (2008). Compensation (9th ed.). Boston, MA; McGraw-Hill.

Course Objectives

- In modern organizations, an important managerial function involves the reward system, its design and its implementation. Managed properly, the reward system can be a significant positive force in the success of an organization. On the other hand, a poorly managed reward system not only fails to promote success, it may even become a negative factor in the performance of the organization.
- This course will discuss how the reward system should be managed. Topics to be covered include the environment of compensation management (e.g., unions, governmental impacts), the nature of work, jobs and determination of the value of jobs; the importance of labor markets, and evaluation of the performance or merit of specific employees. Finally, attention will be given to the successful administration of the entire system.
- Your instructor believes that to properly manage compensation programs, students must become familiar with relevant theory, practice and research. For this reason, all three will be given emphasis in the classroom.
- Upon successful completion of this course, students should be prepared to assume entry-level responsibilities for compensation management projects in organizations. Combined with appropriate other coursework in HRM and general business, students will be able to make a significant positive contribution to the management of human resource in organizations.

GRADING SCALE			Evaluation Students will be evaluated on the basis of three exams worth 100 points each.
Grade	Points		
A	270 & higher		
B	240-269		
C	210-239		
D	180-209		
F	179 & less		
S/U	must have C or better to receive S		

Exams

- The exams will consist of a variety of item types. Many of the items will use a multiple choice format, but other formats (especially matching and short essay) will also be included. Exams will cover both lectures and assigned readings.
- Exams are not cumulative; thus, each exam is a unit exam only. In addition, make-up exams will not be given. An optional comprehensive final will be given during finals week, and the grade on this exam can be substituted for any other exam. This will serve as a make-up exam, and can also be taken by students who would like to improve upon the grade they earn on any unit exam.
- Exams are given at the beginning of the class hour. Students who arrive late **may** be denied the opportunity to sit for the exam. Students who arrive after another student has completed the exam and left the room **will** be denied the opportunity to sit for the exam, as it is at that point no longer a secure document.

Administrative Info

- **Attendance:** Formal attendance will not be recorded in this course. However, students should be fully aware that they are responsible for all material discussed in the classroom. Thus, it is in your best interest to attend regularly, and for this reason, your attendance is expected and strongly encouraged.

Students with Disabilities:

- If you have, or believe you have, a disability & would benefit from any accommodation(s) you may wish to self-identify by contacting the Services with Disabilities (SSD) office at Garcia Annex (phone 646-6840; TTY 646-1918) to register. All medical info will be treated confidentially. If you have already registered please make sure that your instructor receives a copy of the accommodation memorandum from SSD within the first 2 weeks of classes. It will be your responsibility to inform your instructor or SSD representative (in a timely manner) if the services/accommodations provided are not meeting your needs. If you have a condition that may affect your ability to exit safely from the premises in an emergency or that may cause an emergency during class, you are encouraged to discuss any concerns with the instructor or the SSD Coordinator. Call the Director of Institutional Equity at 575.646.3635 with any questions you may have about NMSU's Non-Discrimination Policy & complaints of discrimination, including sexual harassment. Call the Coordinator of Services for Students with Disabilities at 575.646.6840 regarding student issues related to the Americans with Disabilities Act (ADA) and/or Section 504 of the Rehabilitation Act of 1973. All medical information will be treated confidentially.
- **Incompletes ("I" grades)** - given for passable work that could not be completed due to circumstances beyond the student's control (e.g., severe illness, death in the immediate family). These circumstances must have developed after the last day to withdraw from the course (October 14). Requests for "I" grades should be made to the instructor, but must be approved by the Management Department Head.
- **Cell Phones:** Please turn off all cell phones and beepers before class every day. As in the business world, taking calls during class will be viewed as disruptive and poor etiquette.
- **Policy on electronic/information devices.** In addition, no communication devices of any form are allowed to be visible during any graded activity. They may be placed in your pocket, purse, or in a backpack. If the instructor sees you in visible possession of a telephone, palm pilot, tape recorder, disk player, or any other device which can be used to store, retrieve, send, or receive any form of data or message, it will result in an automatic grade of F in the course, without regard to whether the device was in use at the time or not.

COURSE SCHEDULE & READING ASSIGNMENTS	
Date	Chapters
Aug 24-Sep 23	1, 2, 3, 4, & 17
Sep 28	Test 1
Sep 30 - Oct 26	5, 6, 7, & 8
Oct 28	Test 2
Nov 2-Nov 30	9, 10, 12, 13, 14, & 16
Dec 2	Test 3
Finals Week	Optional comprehensive final