Florida Institute of Technology

ADDITIONAL COURSE TO THE CURRICULUM

This course is available for student registration only after the approval process has been completed.

SUBJECT: EHR  COURSE NO.: 3360  CREDIT HOURS: 3  TERM TO BE ADDED TO THE FILE: Spring 2008

CLASS HOURS: 45 hours  LECTURE HOURS: 3  LAB HOURS: 0  CONTACT HOURS (CEU ONLY): 0

DEPARTMENT: Distance Learning  SCHEDULE TYPE: Virtual Classroom (+)

☐ COLLEGE OF AERONAUTICS-23  ☐ COLLEGE OF PSYCHOLOGY AND LIBERAL ARTS-25
☐ COLLEGE OF BUSINESS-24  ☐ COLLEGE OF SCIENCE-26
☐ COLLEGE OF ENGINEERING-01  ☑ UNIVERSITY COLLEGE EXTENDED STUDIES-27

COMPUTER TITLE: Compensation and Benefits

CATALOG TITLE: Compensation and Benefits

CATALOG DESCRIPTION OF COURSE: Limited to 300 characters, including spaces

Examines the financial reward systems in organizations. Studies the relevant theoretical and legal perspectives. Includes job evaluation, wage surveys, incentives, pay equity, benefits and compensation strategy.

In addition, you may attach a course syllabus and/or more detailed description.

REQUIREMENTS:

☐ Prerequisite: EMG 3331  ☐ Corequisite: 

☐ Prerequisite:  ☐ Corequisite: 

☐ Prerequisite:  ☐ Corequisite: 

☐ Prerequisite:  ☐ Corequisite: 

GRADES TO BE ISSUED:

☐ A, B, C, D, F  ☐ A, B, C, D, F, CEU
☐ CEU  ☐ S, U  ☐ P, F  ☐ Other

ADDITIONAL RESTRICTION: For BANNER enforcement, restricted to students enrolled in University Alliance (U)

If this course replaces a course currently offered in BIS, please indicate old course information.

SUBJECT: Alpha Prefix (e.g., CS)  HRA  COURSE NO. (e.g., 1301): 360

APPROVALS: Upon completion of appropriate department approvals, submit form to Chair, Graduate Council, or Chair, Undergraduate Curriculum Committee for approval below and forward to Catalog Director.

Original: Richard  Date: 4/25/07

Dean of Associate Dean:  Date: 4/25/07

Catalog Director:  Date:

Florida Institute of Technology  Office of the Registrar

150 West University Boulevard, Melbourne, FL 32901-6975  (321) 674-8114  Fax: (321) 674-7827

RG-251-007
EHR3360 – Compensation and Benefits

Description:

Examines the financial reward systems of organizations. Studies the theoretical and legal perspectives. Includes job evaluation, wage surveys, incentives, pay equity, benefits, and compensation strategy.

Prerequisite:
- EMG3331

Textbook:

Course Objectives:
Students successfully completing this course should have an understanding of:
- The definitions, relationship, and ramifications of job evaluation and pay equity;
- The employment law and procedure perspective of compensation and benefit systems;
- The use and utility of various research techniques and the necessity of statistics in human resources;
- Various pay and compensations systems; and
- The interaction of various employment policies and practices and their relation to the utility of compensation strategy.

Course Requirements:
The course includes a variety of debate and discussion issues, readings, exercises, and lectures.

Grading Scale:

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<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>90-100</td>
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<td>D</td>
<td>60-69</td>
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<tr>
<td>F</td>
<td>0-59</td>
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</tbody>
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Grading

- Quizzes (weekly) 20%
- Exercises /Class Participation (Discussion Postings) 20%
- Midterm and Final Exam 30%
- Class Project 10%
- Position Paper(s) 20%