

**WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION**

COURSE TITLE: Compensation Administration

COURSE NUMBER: HRM 405

PRE-REQUISITE(S): HRM 311

COURSE DESCRIPTION:

This course examines issues and practices in compensation administration and their impact on the work environment. Topics discussed include wage and salary administration, pay models, incentive plans, linking performance to pay, legislation affecting compensation, and employee benefits. The ways in which these issues and practices are integrated into unionized and non-unionized environments are also explored.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will identify the behavioral science theories that have an impact on compensation programs.

Learning Objectives: The student will:

