

Department: Business Administration		Program: MBA	
Course Name	Compensation & Performance Management	Course Code	BUS 625
Pre-requisite	Not Applicable	Credit Hours	3

Brief Description

- This course allows students to understand the key concepts and processes of reward management, which includes job analysis, job evaluation and compensation structure design. Students will learn basic data management skills and recognize the factors that determine the pay levels and benefits of employees in the labor market. The course also covers topics related to international compensation management, as well as the strategic perspective of compensation management.

Course Objectives

After completion of this course the student will be able to:

- Clarify the key concepts and process of reward management, which includes job analysis, job evaluation and compensation structure design.
- Illustrate different manners to strengthen performance related-pay.
- Choose the process of designing pay structure.
- Identify legally required employee benefits.
- Select the best strategies of compensation management.
- Develop awareness of how compensation management varies in an international context.

Course Learning Outcomes

- Distinguish between concepts, principles, and theories of compensation and performance management
- Apply these concepts, principles, and theories in different business situations
- Demonstrate written communication skills
- Have oral communication skills
- Have skills of using computer applications in compensation and performance management
- Have scientific research skills in the field of compensation and performance management
- Have the skills of critical thinking and analysis in the fields of compensation and performance management
- Have the skills in strategic thinking and finding solutions in compensation and performance management
- Believe, and practice sustainability
- Have the skills of leadership, teamwork, and decision making in compensation and performance management
- Have the ability to distinguish between ethical issues in compensation and performance management
- Have the competence of social responsibility in the fields of compensation and performance management
- Have the competence to deal with cultural diversity in compensation and performance management

Course Topics

- Introduction to compensation management
- Theories related to compensation management
- Job analysis
- Job evaluation
- Performance appraisal
- Performance-related pay
- Person-based compensation; Skill-based pay; Competency-based pay
- Wage differentials
- Wage fixation
- Pay design and pay structure
- Executive compensation
- International compensation management
- Approaches to compensation management in an international context
- Compensation management: Strategic perspective
- Developing compensation strategy

Text Book

- Mousumu S. B., and Nilanjan, S. Compensation Management, 1st edition. Excel Books, New Delhi, 2009.

Additional References

- Shields et al. Managing employee performance and reward: concepts, practices, strategies, 2nd edition. Cambridge University Press, New York, 2016.
- Dewaker, G. Performance Appraisal and Compensation Management: A Modern Approach, 2nd edition. PHI, 2012.
- Muhammad, A. R. M, Arif, N. B. and Jin, N. C. Rewards and employee creative performance: Moderating effects of creative self-efficacy, reward importance, and locus of control. Journal of Organizational Behavior, 36(1), 2014. <https://doi.org/10.1002/job.1943>.

Online Resources

- https://books.google.com.sa/books?id=R4a3r5SrLpEC&printsec=frontcover&hl=ar&source=gs_ge_summary_r&cad=0#v=onepage&q&f=false

Course Outline

Week	Hours	Topics	Remarks
1	3	Introduction to compensation management	
2	3	Theories related to compensation management	
3	3	Job analysis; Job evaluation	
4	3	Performance appraisal; Performance-related pay	
5	3	Person-based compensation; Skill-based pay; Competency-based pay	
6	3	Wage differentials	
7	3	Wage fixation	
8	3	Midterm exam	

9	3	Pay design and pay structure	
10	3	Executive compensation/ Individual report	
11	3	International compensation management	
12	3	Approaches to compensation management in an international context/ Group project	
13	3	Developing compensation strategy/Presentation	
14	3	Developing compensation strategy/Presentation	
15	3	Presentation	

Measurement and Assessment Tools														
Assessment Tools	Grades	Week	Knowledge	Skills						Values				
			Identify and apply	Written	Oral	Information Technology	Research	Critical thinking	Strategic thinking	Sustainability	Leadership	Ethics	Corporate Social responsibility	Cultural diversity
Midterm Exam	20	9	X											
Case Study	10	12		X				X	X	X	X	X	X	X
Project	20	15		X		X	X	X	X	X	X	X	X	X
Presentation	10	15			X	X								
Final Exam	40	TBD	X											
Total	100													

Approved by Department Chair	Date of Approval

Additional Information: Updated every Semester by Course Instructor	
Course Instructor	
Department	
Phone No.	
Extension No	
Email	
Office Hours	