

COURSE CODE: BUAD 376

COURSE TITLE: Compensation and Benefits

Calendar Description

This course provides an in-depth study of compensation and benefits. Legislation, union and non-union environments, direct and indirect compensation systems, and current topics are included.

Prerequisite(s): BUAD 269 and third year standing

Co-requisite(s): None

Prerequisite For: None

Substitutable Courses: None

Graduation Requirement: Required - BBA, Human Resources Management Specialty area

Transfer Credit: N/A

Special Notes:

Credits: 3

Hours per Week: 3

Originally Developed: November 2012

EDCO Approval: December 2014

CHAIR'S APPROVAL: 

Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Describe the purpose and role of reward and compensation systems.
2	Identify problems caused by an ineffective compensation system.
3	Discover how structural and strategic variables are related to compensation.
4	Identify a compensation strategy that best fits a given organization.
5	Design effective performance pay plans and benefit systems.
6	Use market data to calibrate a compensation structure.
7	Design effective processes for compensation system implementation & evaluation.

Course Objectives

Objectives This course will cover the following content:

This course includes a simulation as a major team project. The simulation provides students with an opportunity to enrich their understanding of the compensation process by applying course concepts to a simulated organization. Using the simulation, students will design a compensation system from beginning (assessing organizational strategy) to end (describing the implementation and evaluation of the system).

See weekly course schedule below regarding content and deliverables

Professors

Name	Phone Number	Office	Email
Roger Wheeler (Course Captain)	ext. 4226	C119	rwheeler@okanagan.bc.ca
Nathanael Massey	ext. 4291	C127	nmassey@okanagan.bc.ca

Evaluation Procedure

Team Simulation Project* (Phase 1, 2 & 3) 15% each	45 %
Chapter Quizzes (Individual)	5 %
Preparation & Participation (Individual)	10 %
Final Exam**	40 %
Total	100 %

* To pass this course, students must earn a passing grade on their individual contribution to the team project (the simulation).

** To pass this course, students must pass the final exam.

Generative AI tools are not permitted in any case.

- The use of generative AI tools, including ChatGPT and other similar tools, to complete or support the completion of any form of assignment or assessment in this course is not allowed. Use of these tools is considered cheating through the use of unauthorized aids (see Academic Integrity Policy section 6.1) and would be considered academic misconduct and have serious consequences, including but not limited to, a grade of zero on the assignment or assessment or a grade of zero in the course.

Required Materials

Long, R. J., & Singh, P. (2022). Strategic compensation in Canada (Seventh edition.). Tophat.

Notes

Preparation & Participation marks will be determined based on a combination of active involvement in class discussions/workshops, contributions to group work, and completion of in-class exercises.

Late submission of deliverables will be subject to penalties, as determined by the professor.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2024		Wednesday, September 4th, First day of class Friday, September 13th, Last day to register for Fall 2024 Monday, September 30th, Statutory Holiday (no classes) Monday, October 14th, Statutory Holiday (no classes) Friday, October 25th, Last day to withdraw from class without academic penalty Monday, November 11th, Statutory Holiday (no classes) Friday, December 6th, Last day of class Tuesday, December 10th – Friday, December 20th, Final Exam Period	Chapter(s):
Week	Date		
1	Sept 4	A Road Map to Effective Compensation	Ch 1
2	Sept 9 Sept 11	A Strategic Framework for Compensation A Behavioural Framework for Compensation	Ch 2 Ch 3 Teams Formed
3	Sept 16 Sept 18	Components of Compensation Strategy Performance Pay Choices <i>Simulation Phase 1 – Briefing</i>	Ch 4 Ch 5 <i>Simulation</i>
4	Sept 23, 25	Formulating the Reward and Compensation Strategy	Ch 6
5	Sept 30 Oct 2	Evaluating Jobs: The Point Method of Job Evaluation <i>Phase 1 – simulation workshop</i>	Ch 8
6	Oct 7, 9	<i>Simulation Phase 1 Report Submission</i>	Sim Phase 1 due this week
7	Oct 14 Oct 16	The Point Method (cont.) Evaluating the Market	Ch8 Ch 9
8	Oct 21 Oct 23	<i>Simulation Phase 1 Feedback; Phase 2 Briefing</i> Evaluating Individuals Designing Performance Pay Plans	<i>Simulation</i> Ch 10 Ch 11
9	Oct 28 Oct 30	Designing Performance Pay Plans (cont.) <i>Phase 2 – simulation workshop</i>	Ch 11
10	Nov 4 Nov 6	Designing Indirect Pay Plans – Guest speaker! <i>Phase 2 – simulation workshop</i>	Sim Phase 2 due this week
12	Nov 11 Nov 13	Designing Indirect Pay Plans (cont.) <i>Phase 2 Feedback; Phase 3 Briefing</i>	Ch 12 <i>Simulation</i>
13	Nov 18 Nov 20	Maintaining an Effective Compensation System <i>Phase 3 – simulation workshop</i>	Ch 13
14	Nov 25 Nov 27	Simulation Full Project Presentations	Sim Phase 3 due this week
15	Dec 2 Dec 5	Summary and Exam Review	
Dec 10-20		Final Exam Period	

Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

Student Conduct and Academic Honesty

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.