

HR662: Total Rewards: Strategy and Plan Design

Course Description and Learning Objectives:

This course covers core concepts of compensation and benefits at the graduate level.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

At the end of the course, students should be able to:

- 1) Identify and describe the legal, operational, and strategic considerations associated with compensation and benefits.
- 2) Identify and describe the key elements of a compensation strategy and develop a compensation strategy and plan for an organization.
- 3) Identify, describe, and perform a job analysis and job evaluation.
- 4) Determine pay levels and design pay mix and structure for an organization.
- 5) Describe and analyze pay levels and design a pay mix and structure for an organization.