Western Carolina University | College of Education Allied Professions

Master of Science in Human Resources

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.

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

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

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.