MAN 6331 SECTION 4831 COMPENSATION IN ORGANIZATIONS MODULE 4 -- SPRING 2017

INSTRUCTOR:

Dr. S. H. Himes, Jr.

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Office Hours: TR 9:00-10:00 or by appointment

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TEXTBOOK:

Strategic Compensation: A Human Resource Management Approach, by Martocchio. (9th Edition, 2017).

Publisher: Pearson. ISBN#: 978-0-13-432054-0.

DETERMINATION OF FINAL GRADE:

Exam #1 100 pts.
Exam #2 100 pts.
In-Class Presentation 40 pts.
Written Exercise 40 pts.
Class Activities 20 pts.
TOTAL: 300 pts.

Grading is cumulative throughout the term. Final grade determination is based on the maximum possible point total (300). Minimum GUARANTEED grade levels are: **A**: 276 (92%); **A**-: 264 (88%); **B**+: 255 (85%); **B**: 246 (82%); **B**-: 234 (78%); **C**+: 225 (75%); **C**: 216 (72%); **C**-: 204 (68%); **D**+: 195 (65%); **D**: 186 (62%); **D**-: 180 (60%).

IMPORTANT DATES:

Tue., Mar. 6 and Thu., Mar. 8 – Spring Break (no class meetings) Thu., Mar. 22 -- Exam #1

Tue., Apr. 17 -- Written Exercise Due

Thu., Apr. 27 -- Exam #2

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READING ASSIGNMENTS BY WEEK:

Feb. 27 -- Ch. 1, 2

Mar. 6: -- None (Spring Break)

Mar. 13 -- Ch. 3, 4

Mar. 20 -- Ch. 5

Mar. 27 -- Ch. 6, 7

Apr. 3 -- Ch. 8, 9

Apr. 10 -- Ch. 10, Class Presentations

Apr. 17 -- Class Presentations

CLASS POLICIES:

- 1. Attendance will be taken at each class meeting. You may miss a maximum of **THREE** classes during the term, but each absence in excess of three will result in a ten-point reduction from your final grade. Other grade effects may occur depending on which class(es) you miss.
- 2. Please try to arrive at each class on time and plan to stay until the end.
- 3. All exams MUST be taken on the dates indicated on the first page of this syllabus. NO MAKE-UPS WILL BE GIVEN NOR WILL EXAMS BE GIVEN EARLY!
- 4. Please make sure that your electronic devices don't cause a distraction in the classroom.

COURSE PREREQUISITE: Graduate standing

COURSE DESCRIPTION: Relevant practical and theoretical information regarding design of reward systems that support organizational strategies. The format emphasizes lectures, class discussion, and student-group activities. These activities will provide students with opportunities to enhance their critical abilities compensation topics. Students will learn how to communicate both verbally and in writing critical evaluations and ideas of compensation within firms.

Students are expected to take a high level of responsibility for their own learning. Reading assignments should be read in advance to facilitate class understanding and discussion. Class contribution will build on the reading and students will be responsible for topics covered in either the reading or the course lectures.

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COURSE OBJECTIVES:

- 1. Learning the core concepts of compensation;
- 2. Transferring those concepts to the workplace;
- 3. Identifying the relationship between compensation and organizational strategy;
- 4. Learning the legal constraints associated with compensation;
- 5. Learning to manage the human-resource aspects of compensation..

CLASSROOM ACCOMMODATION:

The University requires that the following statement be placed on every syllabus:

"Students requesting classroom accommodation must first register with the Dean of Students Office. The Dean of Students Office will provide documentation to the students, who must then provide this documentation to the instructor when requesting accommodation."

If you have a disability and follow the University's process for certifying to me what you need, I will make any reasonable accommodation.

NOTE: This syllabus represents the class plan prior to the beginning of the term. However, unforeseen circumstances sometimes require syllabus modification once the course has started. The instructor will inform the class of any changes.