



## Course Outline

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Human Enterprise and Innovation  
School of Business & Economics

HRMN 4830 - **3.00** - Academic

Total Rewards

## Rationale

Update Curricunet to reflect standard course outlines established by the School.

## Calendar Description

Students develop an understanding of rewards systems available to employers to attract, motivate, and retain a sufficient number of qualified employees. Topics include the components of total rewards; the rewards environment; motivational theories and rewards; rewards strategies; types of compensation; non-monetary rewards; and rewards and performance management, attraction, and retention.

## Credits/Hours

**Course Has Variable Hours:** No

**Credits:** 3.00

**Lecture Hours:** 3.00

**Seminar Hours:** 0

**Lab Hours:** 0

**Other Hours:** 0

*Clarify:*

**Total Hours:** 3.00

**Delivery Methods:** (Face to Face)

**Impact on Courses/Programs/Departments:** No change

**Repeat Types:** A - Once for credit (default)

**Grading Methods:** (S - Academic, Career Tech, UPrep)

## Educational Objectives/Outcomes

1. Define the components of total rewards.
2. Discuss the impact of the environment on compensation.
3. Explain the relationship of motivational theories and compensation design.
4. Recommend a reward program based on organizational strategy.
5. Formulate a compensation structure.
6. Analyse the content and value of jobs.

7. Compare the value and relationship of pay and benefits.
8. Understand the different options and rationale for compensating special groups.
9. Identify and recommend other rewards based on organizational needs.
10. Recognize the impact of rewards on performance management, attraction, and retention.
11. Evaluate the relationship among the different components of total rewards.

## **Prerequisites**

HRMN 2820-Human Resource Management  
HRMN 2820-Human Resource Management or  
HRMN 3820-Human Resources

## **Co-Requisites**

## **Recommended Requisites**

## **Exclusion Requisites**

BBUS 4830-Total Rewards  
HRMN 4831-Total Rewards  
HRMN 4831-Total Rewards

## **Texts/Materials**

## **Student Evaluation**

The Course grade is based on the following course evaluations.

Participation (10.00%) Presentation (15.00%) Quizzes/assignments (20.00%) Midterm (20.00%) Final exam (35.00%)

**Students must pass the final exam to pass the course.**

## **Course Topics**

1. Components of Total Rewards
2. Rewards Environment
  - Legal
  - Political
  - Economic
  - International
  - Internal
3. Motivation Theories and Rewards
4. Rewards Strategies

- Market rates
  - Lead, lag or match
  - Mix of fixed versus variable pay
  - Mix of compensation versus other rewards

#### 5. Types of Compensation

- Fixed pay
  - Job evaluation
  - Market surveys
  - Pay structures
- Variable pay Profit
  - sharing
    - Stock ownership
    - Stock ownership
  - Commissions
  - Bonuses and merit pay
- Benefits
  - Required benefits
  - Benefits administration
- Compensating special groups
  - Executives
  - Contractors
- International pay

#### 6. Non-monetary Rewards

- Job itself and job design
- Recognition programs
- Career development
- Involvement
- Security
- Social

#### 7. Rewards and performance management, attraction and retention

## **Methods for Prior Learning Assessment and Recognition**

As per TRU Policy

### **Last Action Taken**

Implement by Submission Preview Subcommittee Chair Peggy McKimmon

Current Date: 29-Oct-20