

Clackamas Community College
Online Course/Outline Submission System

Show changes since last approval in red

Section #1 General Course Information

Department: Business & Computer Science: Business

Submitter

First Name: Michael

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Course Prefix and Number: BA - 254

Credits: 4

Contact hours

Lecture (# of hours): 44

Lec/lab (# of hours):

Lab (# of hours):

Total course hours: 44

For each credit, the student will be expected to spend, on average, 3 hours per week in combination of in-class and out-of-class activity.

Course Title: Basic Compensation & Benefits

Course Description:

Covers wages, salary benefits, and plans with a primary focus on designing an effective and strategic comprehension and benefit program within an organization. Covers general compensation topics, terminology, and practical applications to the workplace.

Type of Course: Lower Division Collegiate

Is this class challengeable?

Yes

Can this course be repeated for credit in a degree?

No

Is general education certification being sought at this time?

No

Does this course map to any general education outcome(s)?

No

Is this course part of an AAS or related certificate of completion?

Yes

Name of degree(s) and/or certificate(s): Business AAS & Certificate

Are there prerequisites to this course?

No

Are there corequisites to this course?

No

Are there any requirements or recommendations for students taken this course?

No

Are there similar courses existing in other programs or disciplines at CCC?

No

Will this class use library resources?

No

Is there any other potential impact on another department?

No

Does this course belong on the Related Instruction list?

No

GRADING METHOD:

A-F or Pass/No Pass

Audit: Yes

When do you plan to offer this course?

✓ Spring

Is this course equivalent to another?

If yes, they must have the same description and outcomes.

No

Will this course appear in the college catalog?

Yes

Will this course appear in the schedule?

Yes

Student Learning Outcomes:

Upon successful completion of this course, students should be able to:

1. analyze incentive pay systems designed to retain key employees;
2. differentiate between general homogeneous pay plans and person-focused pay systems;
3. discuss and resolve compensation design issues;
4. describe contemporary challenges in compensation and benefit plans;
5. compare and contrast legally required benefits versus discretionary benefits;
6. design, critique, and defend (self and others) a strategic compensation and benefit program.

This course does not include assessable General Education outcomes.

Major Topic Outline:

1. setting the stage for strategic compensation.
 - a. strategic compensation: a component of human resource systems.
 - b. strategic compensation in action: strategic analysis and contextual factors.
 - c. contextual influences on compensation practice.
2. bases for pay.
 - a. traditional bases for pay: seniority and merit.
 - b. incentive pay.
 - c. person focused pay.
3. designing compensation systems.
 - a. building internally consistent compensation systems.
 - b. Chapter 8 building market competitive compensation systems.
 - c. Chapter 9 building pay structures that recognize individual contributions.
4. Part IV: employee benefits.
 - a. Chapter 10 legally required benefits.
 - b. Chapter 11 discretionary benefits.
5. Part V: contemporary strategic compensation challenges.
 - a. Chapter 12 international compensation.
 - b. Chapter 13 compensating executives.
6. Design, critique, and implementation of a strategic compensation and benefit program.

Does the content of this class relate to job skills in any of the following areas:

- | | |
|--------------------------------------|-----------|
| 1. Increased energy efficiency | No |
| 2. Produce renewable energy | No |
| 3. Prevent environmental degradation | No |
| 4. Clean up natural environment | No |

5. Supports green services **No**

Percent of course: 0%

Section #2 Course Transferability

Concern over students taking many courses that do not have a high transfer value has led to increasing attention to the transferability of LDC courses. The state currently requires us to certify that at least one OUS school will accept a new LDC course in transfer. Faculty should communicate with colleagues at one or more OUS schools to ascertain how the course will transfer by answering these questions.

1. Is there an equivalent lower division course at the University?
2. Will a department accept the course for its major or minor requirements?
3. Will the course be accepted as part of the University's distribution requirements?

If a course transfers as an elective only, it may still be accepted or approved as an LDC course, depending on the nature of the course, though it will likely not be eligible for Gen Ed status.

Which OUS schools will the course transfer to? (Check all that apply)

Identify comparable course(s) at OUS school(s)

How does it transfer? (Check all that apply)

:

First term to be offered:

Next available term after approval

:
