

Human Resource Management (HRMT) 326

Compensation Strategies and Practices (Revision 5)

Delivery mode: [Individualized study online](#)  with [eText](#) 

Credits: 3



Area of study: Applied Studies (Business and Administrative Studies)

Prerequisites: None

Precluded: None

Challenge: HRMT 326 is not available for challenge.

Faculty: [Faculty of Business](#) 

Status: Replaced with new revision, see the [course listing](#)  for the current revision 

Overview

HRMT 326 is a three-credit, senior-level course examining strategic compensation management. This course explores the compensation process as well as issues and techniques involved in the development and administration of a compensation system. Specific topics include external competitiveness, pay structure design, performance systems and evaluation of employees, employee benefits, compliance issues, salary administration, and skill/competency plans.

Outline


- Unit 1: Strategy, Rewards, and Behaviour
- Unit 2: Formulating Reward and Compensation Strategy
- Unit 3: Determining Compensation Values
- Unit 4: Designing, Implementing and Adapting Compensation Systems

Evaluation

To **receive credit** [↗](#) for HRMT 326, you must achieve an overall grade of D (50 percent) or better for the entire course and a grade of **50 percent** [📄](#) or better on the final exam. The weightings for each assignment and the final exam are as follows:

Activity	Weight
Quizzes 1–3 (Each quiz comprises 15 multiple choice questions and is worth 7.5%)	22.5%
Assignments 1–3 (Each assignment comprises three written response questions and is worth 7.5%)	22.5%

Activity	Weight
Assignment 4 (Case study analysis (1500 words))	35%
Final Exam (Online exam: 30 multiple choice questions)	20%
Total	100%

The **final examination** for this course must be taken online with an AU-approved exam invigilator at an approved invigilation centre. It is your responsibility to ensure your chosen invigilation centre can accommodate online exams. For a list of invigilators who can accommodate online exams, visit the [Exam Invigilation Network](#) .



To learn more about assignments and examinations, please refer to Athabasca University's [online Calendar](#) .

Materials

Long, R., & Singh, P. (2018). *Strategic compensation in Canada* (6th ed.).

Toronto: Nelson.  (eText)

eText


Registration in this course includes an electronic textbook. For more information on [electronic textbooks](#) , please refer to our [eText Initiative site](#) .

Other Resources

All other learning resources will be available online.

Important links

- › [Academic advising](#) 

- › [Program planning](#) 
- › [Request assistance](#) 
- › [Support services](#) 

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

Opened in Revision 5, February 6, 2019

Updated May 24, 2022, by Student & Academic Services

View [previous revision](#) 