





Human Resource Management (HRMT) 326

Compensation Strategies and Practices (Revision 6)

Status:

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

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](#) 

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

- Lesson 1: A Road Map to Effective Compensation
- Lesson 2: A Strategic Framework for Compensation
- Lesson 3: A Behavioural Framework for Compensation

Unit 2: Formulating Reward and Compensation Strategy

- Lesson 4: Components of Compensation Strategy
- Lesson 5: Performance Pay Choices
- Lesson 6: Formulating the Reward and Compensation Strategy

Unit 3: Determining Compensation Values

- Lesson 7: The Job Evaluation Process
- Lesson 8: The Point Method of Job Evaluation
- Lesson 9: Evaluating the Market
- Lesson 10: Evaluating Individuals

Unit 4: Designing, Implementing and Adapting Compensation Systems

- Lesson 11: Designing Performance Pay Plans
- Lesson 12: Designing Indirect Pay Plans
- Lesson 13: Activating and Maintaining an Effective Compensation System

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
Assignments 1–3: Each assignment comprises four written response questions and is worth 12%	36%
Assignment 4: Case study analysis (1500 words)	34%
Final Online Exam exam: true/false, multiple-choice, short-answer, and essay questions	30%
Total	100%

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the **Exams and grades** [↗](#) section of the Calendar.

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

Materials

Singh, P., & Long, R. (2022). *Strategic compensation in Canada* (7th ed.). Nelson Education Ltd. ISBN: 9781774128442 [!\[\]\(cbe2492b119e39e02a1dab2af4a4b296_img.jpg\)](#) (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.

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