



AL MUSANNA COLLEGE OF TECHNOLOGY

DEPARTMENT OF BUSINESS STUDIES

BAHR2204	COMPENSATION AND BENEFITS	3 Credit Hours
Prerequisites:	BAHR2101-HRM	
Goal	To provide a solid understanding of the art of compensation practice and its role in promoting companies competitive advantages.	
Objectives This course should enable the student to:	Outcomes - A student who satisfactorily complete the course should be able to:	
<ol style="list-style-type: none"> 1. Examine the context of compensation practice. 2. Understand the criteria used to compensate employees. 3. Understand the compensation system design issues. 4. Know the contemporary challenges that employers face in designing compensation systems. 	<ol style="list-style-type: none"> 1. Define basic compensation concepts and context of compensation practice. 2. Recognize the changing compensation environment. 3. Differentiate between strategic and tactical compensation 4. Identify factors that influence companies' compensation practices 5. Evaluate the effectiveness of compensation strategies 6. Identify the considerations of designing incentive pay. 7. Design the salary surveys 8. Recognize the market factors' impact on compensation practices 9. Design the compensation surveys 	