

HR-BAS 320 : Compensation and Performance Management

Credits 5

Quarter Offered Spring

This course will teach skills in evaluation of an employee's job-related performance with the primary objective being the improvement of the individual's performance and the knowledge of justification for determining an employee's compensation and ability to be promoted. This class may include students from multiple sections.

Must be seeking a Bachelor of Applied Science in Management degree to enroll. If interested, visit pencol.edu/bas

Prerequisites

Human Resources Management BAS Program Admittance

Course Outcomes

- Describe expectancy and equity theories as they apply to compensation.

- Identify the seven basic issues that make up the organizational philosophy on compensation.

- Discuss the three major provisions of the Fair Labor Standards Act (FLSA).

- Identify three types of objective and subjective job evaluation.

- Analyze what objectives need to be evaluated in a performance appraisal.

- Identify purposes of performance appraisals.