

HR-BAS 345 : HR Benefits Administration

Credits 5

Quarter Offered Spring

This course explores the strategic design, administration, and communication of employee benefits programs, emphasizing their critical role in talent attraction, retention, and overall employee satisfaction. It covers a wide range of benefits, including retirement plans, health care, life insurance, paid time-off, accommodations and work-life balance programs. As well as examining key regulatory requirements such as the Affordable Care Act (ACA), Employee Retirement Income Security Act (ERISA), and Family and Medical Leave Act (FMLA). The course delves into emerging trends equipping students to manage current benefits programs effectively. 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

- Demonstrate understanding of the strategic role of benefits by analyzing the impact on talent attraction, retention, and engagement.
- Examine key regulatory requirements and legal frameworks, such as the ACA, ERISA, and FMLA, and their impact on benefits design and administration.
- Design and effectively communicate benefits plans including retirement, health care, paid time-off, and work-life balance programs.
- Demonstrate the ability to administer benefits programs effectively while ensuring compliance and alignment with organizational goals.
- Identify emerging benefit trends to adapt benefits programs to modern workforce needs.