

School / Faculty: Federation Business School

Course Title: STAFFING COMPENSATION, BENEFITS & INFORMATION SYSTEMS

Course ID: BUHRM2610

Credit Points: 15.00

Prerequisite(s): (BUHRM1501 or JH501)

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 080303

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Identify and analyse the main theoretical approaches to compensation and benefits
- K2.** Evaluate different approaches to motivating employees, managers and executives through compensation and benefits systems
- K3.** Compare and contrast contemporary examples and approaches to compensation and benefits
- K4.** Examine Human Resources Information Systems (HRIS) in relation to operationalizing organisational systems for compensation and benefits

Skills:

- S1.** Analyse and evaluate compensation, benefits and HRIS issues and explain the results to others
- S2.** Evaluate approaches to problems regarding compensation, benefits and HRIS issues
- S3.** Examine and summarise research into compensation, benefits, and HRIS examples and issues and reflect on the implications for organisations and employees.

Application of knowledge and skills:

- A1.** Assemble and communicate information that informs compensation, benefits and HRIS decision-making by relevant stakeholders

Course Outline (Higher Education)

BUHRM2610 STAFFING COMPENSATION, BENEFITS & INFORMATION SYSTEMS

- A2.** Use initiative and judgement, in collaboration with others, to evaluate a diverse range of compensation, benefits and HRIS decisions, across multiple industries using appropriate information.

Course Content:

Topics may include:

- The definition of compensation, benefits and human resource information systems (HRIS)
- The role of compensation, benefits and HRIS within the overall model of Human Resource Management (HRM)
- Alignment of compensation, benefits and HRIS with the organisation's strategic plan
- Employee motivation and its relationship to compensation and benefits
- The structure of an effective compensation and benefits package that will motivate employees and achieve the organisation's objectives
- Executive compensation and benefits
- The role of an HRIS an organisation's compensation and benefits program
- The ethics of compensation and benefits, including personal and organisational security issues in the use of an HRIS

Values and Graduate Attributes:

Values:

- V1.** Appreciate how to conduct themselves in a business environment in an ethical and socially responsible manner
- V2.** Take the initiative and developing high quality business proposals

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Attribute	Brief Description	Focus
Knowledge, skills and competence	An understanding of compensation, benefits and HRIS will help equip students to meet the on-going learning needs of a career in business.	High

Course Outline (Higher Education)

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Attribute	Brief Description	Focus
Critical, creative and enquiring learners	The course will contribute to the student's management education, providing them with the knowledge and confidence to make independent and reliable business decisions.	Medium
Capable, flexible and work ready	Graduates of this course will feel empowered to contribute to discussions regarding compensation, benefits and HRIS with professionals and decision-makers in their workplace or community	Medium
Responsible, ethical and engaged citizens	The course will help students to make compensation, benefits and HRIS proposals that are informed by ethics and corporate social responsibility	Medium

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2,K3 S1 A1	Evaluate current issues in compensation theory and practice	Individual written assignment	15-20%
K2,K3,K4 S1,S2,S3 A1,A2	Research, critical analysis and synthesis of information into group report that examines a student-based compensation project	Group report and presentation	30-40%
K1,K2,K3,K4 S2 A1	Evaluate current issues in compensation theory and practice	Examination	40-55%

Adopted Reference Style:

APA