



School of Business

2. UNIVERSITY MISSION STATEMENT

Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, and service to God and humankind.

3. COURSE NUMBER & NAME:

MGMT 6317-VC01, Theories of Compensation and Benefits

4. TERM: Spring I, 2022, January 10, 2022 – March 5, 2022

5. INSTRUCTOR:

Jenny E. Dutton, PhD

6. CONTACT INFORMATION:

WBU Email: duttonj@wbu.edu or jenny.dutton@wayland.wbu.edu

Cell phone: (808) 383-0512 Include your name on any text messages sent.

7. OFFICE HOURS, BUILDING & LOCATION:

Email for an appointment. Professor is located in Eastern Standard Time.

8. COURSE MEETING TIME & LOCATION:

This is an online course. A virtual meeting is scheduled in Week 1. See Additional Information section of this syllabus for more information.

9. CATALOG DESCRIPTION:

Examination of current research into the link between compensation and benefits decisions and organizational performance and employee satisfaction and performance.

10. PREREQUISITE: Good standing with the doctoral program

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

- No textbook assigned to this class. We will learn through research and collaboration.
- Microsoft Office 365 with access to audio-enabled PC or tablet for creating audio PowerPoint and internet access to attend Zoom meetings
- Publication Manual of the American Psychological Association, Seventh Edition (2020)

12. OPTIONAL MATERIALS: None

13. COURSE OUTCOMES AND COMPETENCIES:

- Critique and synthesize theories in compensation and benefits as strategic tools
- Evaluate employee performance models
- Propose research projects that extend or combine research in the management of compensation and benefit systems
- Apply compensation and benefits management research theories to current management problems
- Develop strategies for implementing compensation and benefits for a global workforce
- Integrate course concepts relative to the Christian Worldview

14. ATTENDANCE REQUIREMENTS:

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus.

15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

16. DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

17. COURSE REQUIREMENTS and GRADING CRITERIA:

(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)

Requirements:

Graded Items (Total 100%)

- Discussion Board 45%
- Literature Reviews (2) 35%
- Team Project Global Strategy Presentation 20%

Grading Scale:

100-90	A	W	Withdrawal
89-80	B	WP	Withdrawal Passing
79-70	C	WF	Withdrawal Failing
69-60	D	I	Incomplete
Below 60	F		

Late Policy:

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments submitted within one week after the due date will receive a 10% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted **two weeks late or after the final date** of the course **will not** be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis. ***To be considered for an exemption to the policy, students must contact the professor in advance of the due date.***

17.1 Include Grade Appeal Statement: “Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The

Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

18. TENTATIVE SCHEDULE

Date & Session	Theoretical Research	Assignments
Week 1 Jan 10	Pay for Performance	Acknowledgement Statement <i>Virtual Meeting Mar 25th</i> Discussion Board
Week 2 Jan 17	Executive Compensation	Discussion Board
Week 3 Jan 24	Linkage between Executive Compensation and Organizational Performance	Discussion Board <i>Literature Review 1</i>
Week 4 Jan 31	Linkage between Employee Compensation and Employee Performance	Discussion Board
Week 5 Feb 7	Benefits Defined	Discussion Board <i>Literature Review 2</i>
Week 6 Feb 14	Linkage between Benefits and Employee Performance	Discussion Board
Week 7 Feb 21	Linkage between Benefits and Employee Satisfaction	Discussion Board <i>Team Presentation Due</i>
Week 8 Feb 28	Team Presentation Week Note: No work accepted after Saturday, March 5, the last day of the session.	<i>Review Presentations, Q&A in the Discussion Board, Course Reflections</i>

19. ADDITIONAL INFORMATION

Week 1 Attendance Participation Requirement: By Wednesday, Midnight (March 24, 2021) of your local time zone, go to the Week 1 Discussion Board and complete the acknowledgement statement to avoid being dropped from this class.

Week One Live Zoom Meeting: During Week 1. Date, time, and Zoom link will be provided in Blackboard. This meeting gives us an opportunity to meet each other, review course expectations, and have any questions answered. See Blackboard for more information.

Discussion board: The discussion board is where you *attend* class and share ideas based on theoretical research with your colleagues. In general, your initial post is due on Fridays and your response to colleagues are due on Sundays, Midnight, your local time zone. If you miss the week, the discussion board is automatically graded as a zero (0) and you will be reported as *absent*. Following late policy procedures, making up a discussion board may be considered on a case-by-case basis and only for emergency situations.

Literature Reviews: Two (2) five to six (5-6) page reviews are due in this course. Reviews are due in Weeks 3 and 6. More information, template and topic selections are available in

Blackboard. If you miss the deadline, reviews are automatically graded a zero (0). Late essays may be submitted as an exception and following late policy procedures.

Team Project: Audio-enabled Presentation: Global Strategies in Compensation and Benefits Practicum: The scenario is, your organization (real or fictional) is going worldwide (choose two foreign countries) and your team has been asked to and develop a Compensation and Benefits Strategy that addresses variables such as pay, benefits, allowances, repatriation, international tax laws and training. This will be in the form of a 5-7 minute audio-enabled PowerPoint Presentation. Template and instructions are located in Blackboard.