

Wayland 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.

Contact Information

Course: MGMT 6317 VC01 – Theories of Compensation and Benefits

Campus: WBUonline

Term/Session: Spring I 2023

Instructor: Dr. Jesse Greer

Office Phone Number/Cell #: (806)336-0587

WBU Email Address: GreerJ@wbu.edu

Office Hours, Building, and Location: Virtual – By Appointment

Class Meeting Time and Location: WBUonline

Textbook Information

Required Textbook(s) and/or Required Materials:

No Textbook

Optional Materials: Current APA Manual

Course Information

Catalog Description:

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

Prerequisite: In good standing with the DMGT program

Course Outcome 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

Attendance Requirements

WBUonline

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. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. 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. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. 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. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

University Policies

Statement on Plagiarism and 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.

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 Director of Counseling, Career and Disability Services serves as the coordinator of students with disability and should be contacted concerning accommodation request at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Dr. Trish Ritschel-Trifilo, trifilot@wbu.edu or call (806) 291-3745.

Student Grade Appeals: 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 to the 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.

Course Requirements and Grading Criteria

Graded Items (Total 100%)

- Discussion Board 45%
- Literature Reviews (2) 35%
- Presentation 20%

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.***

The University has a standard grade scale:

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F= below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student's control. A grade of "incomplete" is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the I is converted to an F.

Tentative Schedule

Week	Theoretical Research	Assignments
Week 1	Pay for Performance	Acknowledgement Statement Discussion Board
Week 2	Executive Compensation	Discussion Board

Week 3	Linkage between Executive Compensation and Organizational Performance	Discussion Board <i>Essay 1</i>
Week 4	Linkage between Employee Compensation and Employee Performance	Discussion Board
Week 5	Benefits Defined	Discussion Board
Week 6	Linkage between Benefits and Employee Performance	Discussion Board <i>Essay 2</i>
Week 7	Linkage between Benefits and Employee Satisfaction	Discussion Board <i>Week 8 Presentation Due</i>
Week 8	Presentation Week <u>Note: No work will be accepted after Saturday, midnight, the last day of the term.</u>	Review Presentations, Q&A in the Discussion Board

Additional Information

Week 1 Attendance Participation Requirement: By Wednesday, midnight, your local time zone, go to the Week 1 Discussion Board and complete the acknowledgement statement to avoid being dropped from this class.

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 Wednesdays 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.

Essays: 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.

Audio-enabled Presentation: Team Project. You will work in a team of colleagues and create an audio-enabled presentation. The scenario is Global-based. Instructions and team selections are located in Blackboard. Presentations are **due by Sunday, Week 7**. In week 8, colleagues will have an opportunity to review and comment on presentations.