



Virtual Campus

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 - Seminar in Theories of Compensation and Benefits

**4. TERM:**

Winter, 2018, Nov 12, 2018 – Feb 16, 2019

**5. INSTRUCTOR:**

Dr. Bob Vega

**6. CONTACT INFORMATION:**

Office phone: 808-753-5478

WBU Email: [vegar@wbu.edu](mailto:vegar@wbu.edu)

Cell phone: same as office

**7. OFFICE HOURS, BUILDING & LOCATION:**

Fully online course in Blackboard

Online, Sun – Friday, 5-10 PM MT

**8. COURSE MEETING TIME & LOCATION:**

Asynchronous online course

**9. CATALOG DESCRIPTION:**

This course is an examination of current research into the link between compensation and benefits decisions and organizational performance and employee satisfaction and performance.

**10. PREREQUISITE:**

N/A

**11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:**

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	REVIEW
The Compensation Handbook, Sixth Edition: A State-of-the-Art Guide to Compensation Strategy and Design 6th Edition	Lance A. Berger (Author), Dorothy Berger (Author)	6th	2015	McGraw-Hill	ISBN-13: 978-0071836999 ISBN-10: 0071836993	2020

**12. OPTIONAL MATERIALS**

Winning with People	Maxwell	1st	2004	Nelson	9780785288749	2020
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**13. COURSE OUTCOMES AND COMPETENCIES:**

Upon completion of this course the student should be able to:

- 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

**14. ATTENDANCE REQUIREMENTS:**

As stated in the Wayland Catalog, students enrolled at one of the University's external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the

instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University's attendance policy.

**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:**

<b>Grading Criteria:</b>	<b>Points</b>
Article Evaluations (8 x 50)	400
Discussion Board (8 x 50)	400
<u>Final Paper</u>	<u>200</u>
<b>Total Points</b>	<b>1000</b>

Grading Scale:

100-90	A
89-80	B
79-70	C
69-60	D
Below 60	F

- W= Approved Withdrawal
- WP= Approved Withdrawal Passing
- WF= Withdrawal Failing
- I= Incomplete

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

Week	Week Start Dates	Reading Assignments	Homework	Due Date
1	Nov 12	Berger & Berger part 1	Article Evaluation #1 Discussion board #1	Nov 18
Thanksgiving Break Nov 19-23				
2	Nov 26	Berger & Berger part 2	Article Evaluation #2 Discussion board #2	Dec 2
3	Dec 3	Berger & Berger part 3	Article Evaluation #3 Discussion board #3	Dec 9
4	Dec 10	Berger & Berger part 4	Article Evaluation #4 Discussion board #4	Dec 16
Christmas Break Dec 20-Jan 2				
5	Jan 3	Berger & Berger part 5	Discussion board #5	Dec 19
6	Jan 7	Berger & Berger part 6	Article Evaluation #5 Discussion board #6	Jan 6
7	Jan 14	Berger & Berger part 7	Article Evaluation #6 Discussion board #7	Jan 13
8	Jan 21	Berger & Berger part 8 Wee	Article Evaluation #7 Discussion board #8	

9	Jan 28	Berger & Berger part 9	Article Evaluation #8 Final Paper Due	
10	Feb 4	Applied Program Project		
11	Feb 11	Applied Program Project		Final Day of Course Feb 16

- Professor reserves the right to alter this schedule as needed.
- Please be sure to ask if you have questions or concerns during this course. Remember that, while you are a student, you are also teaching the class that which your education and experiences have taught you.

## 19. ADDITIONAL INFORMATION

### ASSIGNMENTS:

Article Evaluations & Scoring: You are to find peer-reviewed articles to evaluate for your assignments this term. Instructions for the deliverable are in the assignments area of Blackboard. Your score for all eight of these will be added toward the course grade, so if you skip one, it will significantly affect your grading, since it will bring your total down.

Needs Improvement	Meets Assignment Criteria	Demonstrates Excellence Meeting Assignment Criteria
Less than 35 Pts	36-45 Pts	46-50 Pts
Writing style has errors in grammar, spelling, and punctuation. The content does not demonstrate a clear understanding of the article material. Limited use of applied learning to compare, contrast, and comment on articles content. Format is not in standard APA. Citations are missing or not appropriate	Writing style is appropriate for the assignment, few errors in grammar, spelling, and punctuation. Good use of thoughtful analyses and applied learning for the article summary. Format is APA. Citations used are adequate and appropriate	Writing style is appropriate for the article summary assignment, no errors in grammar, spelling, and punctuation. Good use of applied learning, analyses, and critical thinking to summaries the article content. Format is APA. Well cited materials used.

Blackboard Discussions & Scoring: Our discussions will be done weekly. Students will fully answer the discussion question(s) using scholarly resource support and critical thinking. It must be a comprehensive response adding value to the discussion and demonstrating application of the principles being discussed (represented on the schedule as “Initial Response”). Following your initial response, you must respond to at least two classmates in a substantive manner, which should demonstrate scholarship and critical analysis. Use outside sources to substantiate your assertions. Your discussion score will be based on content, frequency, and use of cited material to enhance your discussion.

Needs Improvement	Meets Assignment Criteria	Demonstrates Excellence Meeting Assignment Criteria
Less than 35 Pts	36-45 Pts	46-50 Pts
Writing style in APA has errors in grammar, spelling, and punctuation. The content does not demonstrate a clear understanding of the material. Limited use of applied learning and critical thinking. Citations are missing or not appropriately used.	Writing style is appropriate in APA for the assignment, few errors in grammar, spelling, and punctuation. Good use of critical thinking and applied learning. Citations used are adequate and appropriate	Writing style is appropriate in APA for the assignment, no errors in grammar, spelling, and punctuation. Good use of critical thinking and applied learning. Well cited materials used.

- Threaded Discussions are designed for maximum student participation and engagement. It is critical for the success of these courses that students contribute to the Threaded Discussions in a timely manner.
- Therefore, no late postings to the Threaded Discussions will be accepted without prior arrangement with the instructor

Final Paper: Students will complete one research paper for this class. The paper should be a minimum of twelve to fifteen (12-15) pages of content, excluding coversheet, abstract and references, and it should utilize at eight to ten (8-10) scholarly sources (journal articles, not just websites). Papers must utilize proper APA format. Topics for papers must also be pre-approved by the professor. The paper will be submitted to Safe Assignment. If Safe Assignment detects more than a 20% match of previously written work, you must discuss with the instructor to get further instructions.

**Other Important Information:**

- Homework is due by 11:59pm on the last day of the specified week in Central Time Zone.
- Late homework will result in a lower grade.

- Written work is graded on the basis of content first, but also on the quality of grammar and punctuation, which should go without saying at this doctoral level.
- All written assignments should be 12-point type and using APA Manuscript Writing Style.
- Questions concerning grades will be resolved within one week after the assignment has been returned.
- Unless noted as a group assignment, all work should be original work of the individual student.
- Academic honesty is expected of all students. Plagiarism, cheating, and other acts that lack academic honesty may result in a zero on the particular assignment.
- Your discussions and interactions need to remain professional and facilitate learning and growth.
- Always contact the professor if you need assistance.
- No work will be accepted after the last day of class unless some previous accommodation has been made with your faculty prior to the end of the semester.