

## Wayland Mission Statement

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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

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**Course:** MGMT 6317 VC01 – Theories of Compensation and Benefits

**Campus:** WBUonline

**Term/Session:** Fall I, 2024

**Instructor:** Jenny E. Dutton, PhD

**Office Phone Number/Cell #:** (423) 612-5593

**WBU Email Address:** duttonj@wbu.edu

**Office Hours, Building, and Location:** Select the [Calendly](#) link to schedule an appointment related to any coursework. Email for quick questions or text for any emergencies.

**Class Meeting Time and Location:** Online

**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

## Textbook Information

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**Required Textbook(s) and/or Required Materials:**

No Textbook

- APA Manual, 7<sup>th</sup> Ed.
- [Grammarly Premium](#)
- [Reciteworks \(paid version\)](#)

**Optional Materials:** None

**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

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### 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

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### **Academic Integrity:**

[Link to Statement on Academic Integrity](#)

### **Artificial Intelligence: No use of any generative AI tools permitted.**

- i. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.
- ii. All assignments must be fully created, designed, and prepared by the student(s).
- iii. Any work that uses generative AI will be treated as plagiarism.

**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 Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation

requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

## Course Requirements and Grading Criteria

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### Requirements:

#### Graded Items (Total 100%)

- Discussion Board/Devotions 45%
- Essays (2) 35%
- Global Presentation and associated activities 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.**

**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.

## Tentative Schedule

Date & Session	Theoretical Research	Assignments
<b>Week 1</b>	Pay for Performance	<ul style="list-style-type: none"> <li>Required Attendance Assignment</li> <li>Discussion Board</li> </ul>
<b>Week 2</b>	Executive Compensation	<ul style="list-style-type: none"> <li>Devotional</li> <li>Essay 1</li> </ul>
<b>Week 3</b>	Linkage between Executive Compensation and Organizational Performance	<ul style="list-style-type: none"> <li>Discussion Board</li> </ul>
<b>Week 4</b>	Linkage between Employee Compensation and Employee Performance	<ul style="list-style-type: none"> <li>Discussion Board</li> </ul>
<b>Week 5</b>	Benefits Defined	<ul style="list-style-type: none"> <li>Devotional</li> <li>Essay 2</li> </ul>
<b>Week 6</b>	Linkage between Benefits and Contemporary Employee Outcomes	<ul style="list-style-type: none"> <li>Discussion Board</li> </ul>
<b>Week 7</b>	Linkage between Benefits and Recruitment	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Week 8 Presentation Due</li> </ul>
<b>Week 8</b>	<b>Presentation Week</b> <b>Note: No work is accepted after Saturday, Midnight, the last day of the session.</b>	<ul style="list-style-type: none"> <li>Review Presentation instructions for participation this week</li> </ul>

## Additional Information

**Week 1 Mandatory Assignment for Attendance:** By Wednesday, Midnight of Week 1, complete the required assignment to avoid being dropped from this class.

### Discussion board/Devotionals:

- Discussion boards: This is where you “attend” class and share ideas based on theoretical research and topic-related devotionals with your colleagues. Discussion board initial replies are due on Fridays, follow-on replies are due on Sundays. You will not see the postings of others until you submit your initial post.
- Devotionals: Initial replies are due Wednesdays, with one follow-up reply due Sundays.
- Note: Nonparticipation in Discussion or devotionals is graded automatically as a zero (0), as these assignments count as your attendance. Following late policy procedures, making up a discussion board may be considered case-by-case and only for emergencies.

**Short Essays:** Short Essays are due in Weeks 2 and 5. More information, templates, and topic selections are available in Blackboard.

### Global Perspectives Team Presentation Project:

Based on a fictional organization that is going global, your team is tasked with developing a compensation and benefits strategy that addresses pay, benefits, allowances, repatriation, international tax laws, and training. See Blackboard for details and team assignments in the Course Groups.

**Self-Plagiarism/Plagiarism in General:** SafeAssign is sensitive to these issues. You may not use any of your own work from previous courses or the work of others in this class. While you are welcome to re-use references, the information you write must be presented in a different, refreshing new way. If Plagiarism/Self-Plagiarism is noted, a zero (0) is assigned to the work.