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**CLASS OVERVIEW FOR**

**COMPENSATION & BENEFITS - HR 4080**

**SUMMER SEMESTER 2015**

**Instructor Name and Contact Information:**

C. Paul Weatherhead

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M.A., labor and industrial relations, Michigan State University; B.A., sociology, University of Virginia. Mr. Weatherhead is a program manager with the US Postal Service and a former employee relations manager with Mobil Oil. Paul’s primary pay policy responsibility is the Postal Service’s Pay-For-Performance Program which received the Excellence in Human Capital Management Award at the Government HR Innovations conference. He has extensive experience in areas of performance management, compensation & benefits, training & development, and labor relations. Mr. Weatherhead is a frequent guest speaker at national conferences of the US Office of Personnel Management, the WorldatWork Total Rewards Association, and the postmaster and supervisory associations of the US Postal Service. Recently Mr. Weatherhead was recognized as a Thought Leader by the Compensation Café professional website. Published articles include:

* “Why CPI-Based Pay Policies Are Not the Answer,” Workspan Magazine
* “Balanced Scorecard & Pay-For-Performance,” WorldatWork Online White Paper
* “A Regression Analysis of Wage and Price Inflation,” WorldatWork Online White Paper
* “Pay for Performance Works: The United States Postal Service Presents a Powerful Business Case,” WorldatWork Journal and Chapter 15 of High-Performance Pay
* Ghost writer for "Gainsharing and EVA: The US Postal Service Experience" published in WorldatWork Journal
* Featured policy expert in "Paying for Results" published in Government Executive Magazine

**Subject Area and Catalog Number:**

HR 4080

UVaCOLLAB course home page: **15Su HR 4080-701 (SCPS)**

**Year and Term:**

Summer Semester 2015

**Class Title:**

Compensation & Benefits

**Level (Graduate or Undergraduate):**

Undergraduate

**Credit Type:**

Three (3) credits

**Course Prerequisite:**

HR 4010, HR 4020, HR 4050 or with instructor or program director permission.

**Catalogue Description:**

Examines the theories, practices, and various methods of compensation in the context of business strategy and culture; assesses compensation’s role in workforce planning; as well as to develop and apply skills for administering compensation policies.

**General Course Objectives**

This course is designed to provide the knowledge, skills and abilities required to be a practicing professional in the field. Most of the class time is devoted to acquiring a working knowledge of compensation theory and the variety of methods organizations use to compensate their employees. Research and homework assignments are provided to give the student the necessary skills and confidence to be proficient in developing and administering effective pay and benefit policies within their respective organizations.

**Required Text:**

Compensation

George T. Milkovich, Jerry M. Newman & Barry Gerhart

McGraw-Hill/Irwin, 11th edition, 2014 (ISBN: 007802949x)

Contemporary compensation reading is suggested. Suggested sources for reading include: WorldatWork Journal & workspan magazines (publications of the WorldatWork total rewards professional association), Compensation & Benefits Review (American Management Association), Benefits & Compensation Solutions, Wall Street Journal, Business Week, Fortune, and HR Magazine. The instructor will also share pertinent articles from journals with the class.

Current events in compensation and benefits will be discussed online during the summer term. (See page 5.) To help students with research in current events, arrangements will be made to provide each student with a free membership in the WorldatWork, The Total Rewards Association, for the summer term. Instructions will be provided on how to enroll in WorldatWork.

**Learning Outcomes:**

One of the most important expectations that a line manager or human resource professional faces in his/her job is how to use compensation to meet organizational objectives. The constant focus of every business professional is how to effectively attract, retain and motivate the organization’s human resources, while conserving the organization’s capital resources.

Students passing Compensation & Benefits (HR 4080) will have an understanding of the full range of methods used by organizations to compensate their employees. They will also know what resources available to them for further research of pay and benefits. Finally, and most significantly, the students will have the confidence to speak constructively to executives in their organizations about better ways of compensating their human resources.