



# STARK STATE COLLEGE

## GENERAL SYLLABUS

### Course Information

**Course Name:** Compensation and Benefits  
**Course Number:** MGT239

### Required Materials

**Textbook(s):** Strategic Compensation: A Human Resource Management Approach, by Joseph J. Martocchio, 11<sup>th</sup> Edition-- ISBN 978-0-13-810610-2

**Required Readings:** None

**Additional Materials:** None

### Course Outline/Calendar

The date of coverage and order of coverage may be modified based on the faculty member and events beyond the control of faculty members that interfere with class times and teaching.

16-week Calendar	
Week	Chapter/Topic/Lab
1	Chapter 1: Strategic Compensation: A Component of Human Resource Systems
2	Chapter 2: Contextual Influences on Compensation Practices
3	Test 1: Chapters 1 - 2
4	Chapter 3: Traditional Bases for Pay: Seniority and Merit, Chapter 3 Quiz
5	Chapter 4: Incentive Pay, Chapter 4 Quiz
6	Chapter 5: Person-Focused Pay, Chapter 5 Quiz
7	Chapter 6: Building Internally Consistent Compensation Systems
8	Chapter 7: Building Market-Competitive Compensation Systems Chapter 8: Building Pay Structures that Recognize Employee Contributions
9	Test 2: Chapters 6 - 8
10	Chapter 9: Discretionary Benefits, Chapter 9 Quiz
11	Chapter 10: Legally Required Benefits, Chapter 10 Quiz
12	Chapter 11: Compensating Executives
13	Chapter 12: Compensating the Flexible Workforce: Contingent Workers, Remote Work, and Flexible Work Schedule Arrangements, Test 3: Chapters 11-12
14	Chapter 13: Compensating Expatriates, Chapter 13 Quiz
15 and 16	Chapter 14: Pay and Benefits Outside the United States, Chapter 14 Quiz

8-week Calendar	
Week	Chapter/Topic/Lab
1	Chapter 1: Strategic Compensation: A Component of Human Resource Systems Chapter 2: Contextual Influences on Compensation Practices
2	Test 1: Chapters 1 - 2 Chapter 3: Traditional Bases for Pay: Seniority and Merit, Chapter 3 Quiz
3	Chapter 4: Incentive Pay, Chapter 4 Quiz Chapter 5: Person-Focused Pay, Chapter 5 Quiz
4	Chapter 6: Building Internally Consistent Compensation Systems Chapter 7: Building Market-Competitive Compensation Systems Chapter 8: Building Pay Structures that Recognize Employee Contributions
5	Test 2: Chapters 6 - 8 Chapter 9: Discretionary Benefits, Chapter 9 Quiz
6	Chapter 10: Legally Required Benefits, Chapter 10 Quiz Chapter 11: Compensating Executives
7	Chapter 12: Compensating the Flexible Workforce: Contingent Workers, Remote Work, and Flexible Work Schedule Arrangements Test 3: Chapters 11-12 Chapter 13: Compensating Expatriates, Chapter 13 Quiz
8	Chapter 14: Pay and Benefits Outside the United States, Chapter 14 Quiz