

# 102-1 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	薪酬與福利管理	Serial No. / ID	1160 / IRM3103
Dept.	人力資源暨公共關係學系	School System / Class	大學日間部3年1班
Lecturer	張秋蘭	Full or Part-time	專任
Required / Credit	Required / 3	Graduate Class	No
Time / Place	(四)567 / B402	Language	Chinese

Introduction
Compensation is the HRMfunction that deals with every type of reward individuals receive in exchange for performing organizational tasks.It is an exchange relationship, employees trade labor and loyalty for financial and nonfinancial compensation.

Outline
<ol style="list-style-type: none"> <li>1.The pay model</li> <li>2.Strategy: The totality of decisions</li> <li>3.Defining internal alignment</li> <li>4.Jon analysis</li> <li>5.Job evaluation</li> <li>6.Person-based structures</li> <li>7.Defining competitiveness</li> <li>8.Designing pay, levels, mix, and pay structures</li> <li>9.Pay for performance</li> <li>10.Pay for performance plans</li> <li>11.Performance appraisals</li> <li>12.The benefit determination process</li> <li>13.Benefit options</li> <li>14.Compensation of special groups</li> <li>15.case study</li> </ol>

Prerequisite
Human resource management Organizational behavior