

99-2 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	薪酬與福利管理	Serial No. / ID	0665 / 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	(二)78 / B204 (四)6 / B204	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">1.The pay model2.Strategy: The totality of decisions3.Defining internal alignment4.Jon analysis5.Job evaluation6.Person-based structures7.Defining competitiveness8.Designing pay, levels, mix, and pay structures9.Pay for performance10.Pay for performance plans11.Performance appraisals12.The benefit determination process13.Benefit options14.Compensation of special groups15.case study

Prerequisite
Human resource management Organizational behavior