Master Course Syllabus

For additional course information, including prerequisites, corequisites, and course fees, please refer to the Catalog: https://catalog.uvu.edu/

Semester: Spring
Year: 2025
Course Prefix: HR – Human Resource Management
Course and Section #: 4000 – X01
Course Title: Total Rewards
Credits: 3

Course Description

Studies total reward systems in private and public organizations, which includes examining these systems' wage, salary, and benefits elements. Provides a comprehensive overview of total reward strategies in organizations, discuss relevant compensation models, and review various benefits influences, including laws and regulations. Explores the relationships between employee performance the different intrinsic and extrinsic rewards in total reward systems

Course Attributes

This course has the following attributes:

☐ General Education Requirements
☐ Global/Intercultural Graduation Requirements
☐ Writing Enriched Graduation Requirements
☒ Discipline Core Requirements in Program
☐ Elective Core Requirements in Program
☐ Open Elective
Other: *Click here to enter text.*

Instructor Information

Instructor Name: *Click here to enter text.*

Student Learning Outcomes

1	Explain total reward strategies, including base, incentive compensation, and benefits.
2	Analyze strengths and benefits of pay systems.
3	Analyze strengths and benefits of benefit systems.
4	Implement strategies of total reward systems.
5	Apply HRIS systems to total reward mechanisms.
6	Analyze and respond to issues, problems, and the opportunities faced in organizations through practicing the following skills: analytical thinking, problem solving, ethical

awareness and decision-making, oral and written communication, enhancing abilities to integrate theory and practice, and teamwork skills.

Course Materials and Texts

Required reading materials:
- Strategic Compensation: A Human Resource Management Approach, 10th edition by Martocchio; Pearson; ISBN 978-0135192146
- SHRM Cases for Discussion

Required technology:
- Computer or laptop capable of using Canvas, word processing, spreadsheet, presentation, and Microsoft Teams application
- Webcam, microphone, and speakers capable of video conferencing

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Course Requirements

Course Assignments, Assessments, and Grading Policy
The course requirements include weekly quizzes, occasional case discussions, one group project, one individual project and two open-book exams.

Course grades will be based primarily on points earned, although factors such as group feedback on group efforts will be considered and may reduce your grade. Your grade in this course will be determined as follows.

Grading Scale:
The following grading standards will be used in this class:

Grade	Percent
A	93-100
A-	90-92.99
B+	87-89.99
B	83-86.99
B-	80-82.99

C+	77-79.99
C	73-76.99
C-	70-72.99
D+	67-69.99
D	63-66.99
D-	60-62.99
E	0-59.99

Assignment Categories

Activity	Percent
Exams	40%
Assignments	5%
Quizzes	5%
Pay System Design Project	25%
Benefits Program Analysis Project	25%

Late Work Statement:
If you are late completing deliverables, the grade will be reduced by 5% each day it is late. If you think you will be unable to turn the paper in on time, please notify the instructor in advance (at least two days before the due date) to make other arrangements. Giving notice will minimize the penalty on the deliverables but may not completely remove it. Late work will be handled according to individual circumstances, so the process may differ by the student. Make-up work will only be offered when there are extenuating circumstances beyond the control of the student.

Required or Recommended Reading Assignments
All required readings use chapters from the course text that align with the lectures below.

General Description of the Subject Matter of Each Lecture or Discussion

Chapter 1 - Strategic Compensation Strategic
Chapter 2 - Contextual Influences on Compensation
Chapter 3 - Strategic Compensation Strategic
Chapter 4 - Incentive Pay
AFLAC Case Discussion
Chapter 6 - Building Internally Consistent Compensation Systems
Chapter 7- Building Pay Structures that Recognize Employee Contributions
L.L. Bean Case
Chapter 10 - Sections about Origins of Legally Required Benefits, Categories of Legally Required
Benefits, & Benefits and Costs of Legally Required Benefits
Chapters 9 & 10 - Chapter 9 section about Retirement Programs; Chapter 10 sections about Health
Insurance Program Design Alternatives and Additional Health Care Legislation
How to have a successful open enrollment
Preparing for 2025 benefits enrollment
HR falling short on benefits education
Not communicating about benefits can cause exponential
risks
Interview Preparation summary

Required Course Syllabus Statements

Generative AI
This course requires you to complete assignments that assess your understanding and application of the material. You are expected to do your own work, and the use of artificial intelligence (AI) tools, such as chatbots, text generators, paraphrasers, summarizers, or solvers, is strictly prohibited for any part of your assignments. Using these tools will be considered academic dishonesty and will be handled according to the university's policy. If you have questions about acceptable use of AI tools, please consult the instructor before submitting your work.

Using Remote Testing Software
☒ This course does not use remote testing software.

☐ This course uses remote testing software. Remote test-takers may choose their remote testing locations. Please note, however, that the testing software used for this may conduct a brief scan of remote test-takers' immediate surroundings, may require use of a webcam while taking an exam, may require the microphone be on while taking an exam, or may require other practices to confirm academic honesty. Test-takers therefore shall have no expectation of privacy in their test-taking location during, or immediately preceding, remote testing. If a student strongly objects to using test-taking software, the student should contact the instructor at the beginning of the semester to determine whether alternative testing arrangements are feasible. Alternatives are not guaranteed.

Required University Syllabus Statements

Accommodations/Students with Disabilities

Students needing accommodations due to a permanent or temporary disability, pregnancy or pregnancy-related conditions may contact UVU Accessibility Services at accessibilityservices@uvu.edu or 801-863-8747.

Accessibility Services is located on the Orem Campus in BA 110.

Deaf/Hard of Hearing students requesting ASL interpreters or transcribers can contact Accessibility Services to set up accommodations. Deaf/Hard of Hearing services can be contacted at DHHservices@uvu.edu

DHH is located on the Orem Campus in BA 112.

Academic Integrity

At Utah Valley University, faculty and students operate in an atmosphere of mutual trust. Maintaining an atmosphere of academic integrity allows for free exchange of ideas and enables all members of the community to achieve their highest potential. Our goal is to foster an intellectual atmosphere that produces scholars of integrity and imaginative thought. In all academic work, the ideas and contributions of others must be appropriately acknowledged and UVU students are expected to produce their own original academic work.

Faculty and students share the responsibility of ensuring the honesty and fairness of the intellectual environment at UVU. Students have a responsibility to promote academic integrity at the university by not participating in or facilitating others' participation in any act of academic dishonesty. As members of the academic community, students must become familiar with their rights and responsibilities. In each course, they are responsible for knowing the requirements and restrictions regarding research and writing, assessments, collaborative work, the use of study aids, the appropriateness of assistance, and other issues. Likewise, instructors are responsible to clearly state expectations and model best practices.

Further information on what constitutes academic dishonesty is detailed in UVU Policy 541: *Student Code of Conduct*.

Equity and Title IX

Utah Valley University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age (40 and over), disability, veteran status, pregnancy, childbirth, or pregnancy-related conditions, citizenship, genetic information, or other basis protected by applicable law, including Title IX and 34 C.F.R. Part 106, in employment, treatment, admission, access to educational programs and activities, or other University benefits or services. Inquiries about nondiscrimination at UVU may be directed to the U.S. Department of Education's Office for Civil Rights or UVU's Title IX Coordinator at 801-863-7999 – TitleIX@uvu.edu – 800 W University Pkwy, Orem, 84058, Suite BA 203.

Religious Accommodation

UVU values and acknowledges the array of worldviews, faiths, and religions represented in our student body, and as such provides supportive accommodations for students. Religious belief or conscience broadly includes religious, non-religious, theistic, or non-theistic moral or ethical beliefs as well as participation in religious holidays, observances, or activities. Accommodations may include scheduling or due-date modifications or make-up assignments for missed class work.

To seek a religious accommodation, a student must provide written notice to the instructor and the Director of Accessibility Services at accessibilityservices@uvu.edu. If the accommodation relates to a scheduling conflict, the notice should include the date, time, and brief description of the difficulty posed by the conflict. Such requests should be made as soon as the student is aware of the prospective scheduling conflict.

While religious expression is welcome throughout campus, UVU also has a specially dedicated space for meditation, prayer, reflection, or other forms of religious expression.