

Compensation Course

For

Mini MBA

By

Professor Steve Werner

COURSE OBJECTIVE

Compensation is one of the most effective strategies organizations have to influence their collaborators if it is well-designed and implemented. The focus of this course is to consider the applied issues in the direct compensation of employees. The course is intended to develop skills in making compensation decisions and examine current issues in compensation administration. It will help understand how compensation practices align with business and Human resource strategies to impact organizational success. The workshop will include several group experiential exercises.

Learning Goals:

1. Explain the strategic importance of an organization's approach to total compensation.
2. Discuss how organizations establish the internal values of jobs.
3. Describe how organizations set pay levels using external market values.
4. Explain how to design the internal pay structure.
5. Show different ways to pay for performance and the costs and benefits of each.
6. Detail how benefits can be used strategically.

Steve Werner is the JPMorgan Chase Professor of International Business and Chair of the Management & Leadership Department. He received his Ph.D. in Management from the University of Florida. His research focuses on various human resource management issues, particularly compensation and international HRM. He has published in academic and practitioner publications. He has served as an elected member of the Executive Committee of the Human Resource Division of the Academy of Management. He is on the editorial boards of *The Journal of Management*, *Human Resource Management Journal*, *The International Journal of Human Resource Management*, and *Human Resource Management Review*.

He has been a consultant to several larger and smaller firms and organizations on various aspects of compensation and human resource management. His clients include KMPG, Conoco, and the State of Texas. He has also advised many compensation consulting firms and has been an expert witness. He is a member of the Academy of Management, the Society for Human Resource Management, and the Academy of International Business.