



Course Competency Report by Code

Code: C236

Compensation and Benefits (C236)

Course of Study: C236 - Compensation and Benefits
Course Level: Undergraduate
Course Division: Upper Division Major
Discipline: Human Resources
Course Type:
Department: Business

COMPETENCY #	COMPETENCY NAME	COMPETENCY TEXT
3041.1.1	Total Rewards Strategy	The graduate explains a total rewards strategy that utilizes various forms of rewards while fitting with the organizational strategy, human resources strategy, and business environment.
3041.1.2	Job Evaluation	The graduate evaluates the value of jobs and capabilities within an organization, producing a job-value structure that enables internal reward equity.
3041.1.3	Market Positioning	The graduate interprets market reward surveys to anchor pay levels and pay mixes for benchmark jobs.
3041.1.4	Pay Systems	The graduate evaluates pay types and systems with consideration for their motivational foundations.
3041.1.5	Employee Benefits	The graduate effectively and legally manages employee benefits to minimize risk and maximize employee attraction and retention.
3041.1.6	Intangible Rewards	The graduate analyzes how employees and organizations create and value intangible rewards, integrating them with tangible forms of rewards.