



## Compensation and Benefits – C236

[Course Feedback](#)

### Overview

Compensation and Benefits development is the design and implementation of compensation and benefits systems in an organization. The total rewards perspective integrates tangible rewards (e.g., salary, bonuses) with employee benefits (e.g., health insurance, retirement plan) and intangible rewards (e.g., location, work environment). This perspective allows students to use all forms of rewards fairly and effectively to enable job satisfaction and organizational performance. There are no prerequisites.

### Competencies

#### ▲ 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.

#### ▲ Job Evaluation

The graduate evaluates the value of jobs and capabilities within an organization, producing a job-value structure that enables internal reward equity.

#### ▲ Market Positioning

The graduate interprets market reward surveys to anchor pay levels and pay mixes for benchmark jobs.

#### ▲ Pay Systems

The graduate evaluates pay types and systems with consideration for their motivational foundations.

#### ▲ Employee Benefits

The graduate effectively and legally manages employee benefits to minimize risk and maximize employee attraction and retention.

#### ▲ Intangible Rewards

The graduate analyzes how employees and organizations create and value intangible rewards, integrating them with tangible forms of rewards.

### Learning

#### Getting Started

Welcome to Compensation and Benefits! In this course you will explore the direct and indirect rewards and benefits employees are provided for their contributions and strategies organizations use to attract, motivate, and retain employees. Through MyEducator you will be able to engage with the subject matter by reading modules, completing chapter activities and module quizzes, and reviewing materials as needed to prepare you for assessments. Course Mentors are also available to answer questions and discuss concepts. Lessons in MyEducator correspond to assessment topics, and based on the results of your preassessment you should know which areas need the most attention prior to taking the Objective Assessment. You may wish to have a calculator for some exam items. You will also have the opportunity to apply your knowledge and demonstrate competency in this course in a Performance Assessment.

Note: You may find it helpful to have a financial calculator or access to spreadsheet software, such as Microsoft Excel, for computational problems throughout this course. The recommended financial calculator is the Texas Instruments BA-II Plus. You may only use an approved financial calculator during the pre-assessment and assessment for this course. You are unable to use Excel during the assessments.

[GO TO COURSE MATERIAL](#)

### Assessments

#### 🕒 Pre-Assessment: Compensation and Benefits

STATUS: **Not Attempted**

# OF ITEMS: **45**

TIME ALLOTTED: **120 minutes**

CODE: **PHHC**

[TAKE NOW](#)

#### 🕒 Objective Assessment: Compensation and Benefits

STATUS: **Not Attempted**

# OF ITEMS: **50**

TIME ALLOTTED: **120 minutes**

CODE: **HHC1**

#### 🕒 Performance Assessment: Applications in Compensation and Benefits



PREVIEW

A score of **Competent** or **Exemplary** is required to pass all assessments. Passing a preassessment does not guarantee you will pass the high stakes assessment. On objective assessments, you will be charged a retake fee for the third attempt and every attempt thereafter. For more information [click here](#).

Course Instructor

Course Instructor Group

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