



This course supports the assessment for Compensation and Benefits. The course covers 6 competencies and represents 3 competency units.

Introduction

Welcome to Compensation and Benefits. This course supports the assessment for Compensation and Benefits. The course covers 6 competencies and represents 3 competency units.

To get started, please click the "Launch Course" button in "Preparing for Success". Below you will find a welcome video and the competencies for this course.

Note: To download this video, right-click the following link and choose "Save as...": [download video](#).

Competencies

This course provides guidance to help you demonstrate the following competencies:

- **Competency 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, HR strategy, and business environment.
- **Competency 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.
- **Competency 3041.1.3: Market Positioning**
The graduate analyzes and interprets market reward surveys to anchor pay levels and pay mixes for benchmark jobs.
- **Competency 3041.1.4: Pay Systems**
The graduate evaluates pay types and systems with consideration for their motivational foundations.
- **Competency 3041.1.5: Employee Benefits**
The graduate effectively and legally manages employee benefits to minimize risk and maximize employee engagement and productivity.
- **Competency 3041.1.6: Intangible Rewards**
The graduate analyzes how employees and organizations create and value intangible rewards, integrating them with tangible forms of rewards .

Learning Resource Tips

Topics and Pacing

The pacing guide suggests a weekly structure to pace your completion of learning activities. It is provided as a suggestion and does not represent a mandatory schedule. Follow the pacing guide carefully to complete the course in the suggested timeframe.



Note: This pacing guide does not replace the course. Please continue to refer to the course for a comprehensive list of the resources and activities.

Week/Topic

1. Topic 1: Introduction to Total Rewards
Topic 2: Strategic Total Rewards
Topic 3: Job Analysis
2. Topic 4: Internal Reward Alignment: Job-based
Topic 5: External Reward Positioning
Topic 6: Integrated Reward Structures
3. Topic 7: Capability-based Pay
Topic 8: Performance-based Pay: Motivational Foundations
Topic 9: Performance-based Pay: System Types
4. Topic 10: Intangible Rewards
Topic 11: Strategic Benefits
Complete Task 1
5. Complete Task 2
Complete the overall assessment in MyEducator
6. Complete the pre-assessment and review as needed
Complete the assessment for the course

MyEducator

You can access the learning resources listed in this section by clicking on the links provided throughout the course. You may be prompted to log in to the WGU student portal to access the resources.

All of the course content will be found within the following MyEducator course:

- [Compensation & Benefits](#)

The course is structured in such a way as to match your preassessment and objective assessment reports—each MyEducator lesson corresponds to each assessment topic, that way, based on the results of your preassessment, you will know exactly which areas need the majority of your attention before taking the final exam.

Note: Once you have entered the MyEducator course environment, it is not necessary to come back to this environment until you are ready to take your final assessment.

As you complete each course module, follow these steps:

- Use the study guide as you complete the module materials.
- Read the entire module.
- Assess your knowledge by completing chapter activities and module quizzes.
- Review materials as needed before moving on to the next section.
- Attend content-related webinars as needed.



When you are ready to begin the course, click the "Launch Course" button:

[Launch Course](#)

Minimum Technical Requirements

Obtain a Calculator

You will need 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.

Accessibility Policy

Western Governors University recognizes and fulfills its obligations under the Americans with Disabilities Act of 1990 (ADA), the Rehabilitation Act of 1973 and similar state laws. Western Governors University is committed to provide reasonable accommodation(s) to qualified disabled learners in University programs and activities as is required by applicable law(s). The Office of Student Accessibility Services serves as the principal point of contact for students seeking accommodations and can be contacted at ADASupport@wgu.edu.

Course Feedback

WGU values your input! Please submit any feedback you have using the following form:

[Course Feedback](#)