

Template

**Description of Course Unit according to the
ECTS User's Guide 2015**

Course unit title	Management Compensation
Course unit code	MMD62515
Type of course unit (compulsory, optional)	Specialization Course
Level of course unit (according to EQF: first cycle Bachelor, second cycle Master)	Master
Year of study when the course unit is delivered (if applicable)	Even semester
Semester/trimester when the course unit is delivered	2
Number of ECTS credits allocated	92,80
Name of lecturer(s)	Prof. Badia Perizade, M.B.A.,Ph.D Dr. Hj. Zunaidah. S.E.,
Learning outcomes of the course unit	M1 Students are able to explain (S9,P3) M2 Students are able to formulate problems in ethics and personality for their own potential (P3,KU1) M3 Students are able to explain the various methods contained in the field of compensation management (P3,KU1,KU2) M4 Students are able to collect and apply the concept of compensation management and interpret the results logically and systematically (KU1,KU2,KU5) M5 Students are able to present expertise in the field of compensation management (KU1,KU2,KU5)
Mode of delivery (face-to-face, distance learning)	Face to face
Prerequisites and co-requisites (if applicable)	-
Course content	Management Accounting: 1. Pay model & strategy : the totality of decisions 2. Defining internal alignments 3. Job analysis 4. Evaluating work: job evaluation 5. Person-based structures 6. External competitiveness 7. Designing pay levels, mix and pa structures 8. Employee benefits 9. Pay-for-performance: performance appraisal and plan design 10. Performance appraisals

	<ul style="list-style-type: none"> 11. The benefits determination process & benefit options 12. Compensation of special groups 13. Government & legal issues in compensation 14. Budgeting & administration
Recommended or required reading and other learning resources/tools	<ul style="list-style-type: none"> 1. George T. Milkovich, Jerry M. Newman, Compensation, Ninth Edition, McGraw Hill 2. Gary Dessler, Human Resource Management, eighth edition, prentice hall international, Inc. 3. Randall S. Shuller, Susan E. Jackson, Human Resources Management, West Publishing Company.
Planned learning activities and teaching methods	<ul style="list-style-type: none"> 1. Pendahuluan: concept of compensation, Lectures and discussions, assignment 1 Regarding the concept of compensation, the steps for formulating a compensation strategy 2. Internal Alignment of the payment structure, Lectures & Discussions, assignment 2 Give examples of organizational outcomes of an internally aligned structure where you work? 3. Job Analysis, Lectures & Discussions, assignment 3 Make and analyze job analysis where you work 4. Concept Of Job Evaluation And Evaluate Work Through Several Methods, Lectures & Discussions, assignment 4 Working on the question of how to evaluate a job using the ranking method, the point method. 5. Payment Structure Based on Expertise and competence, Lectures & Discussions, assignment 5 How determine structure wages based skills and competencies. 6. External Competitiveness, Lectures & Discussions assignment 6 Work chapter 7. 7. Problem with designing pay levels, mix and pay structures, Lectures & Discussions, assignment 7 Work about chapter 8 8. Employee benefits, Lectures & Discussions, assignment 8 Work saol chapter 9 9. Pay-for-performance: Performance appraisal and plan design, Lectures & Discussions, assignment 9 Work saol chapter 10 10. Performance appraisals, Lectures & Discussions, assignment 10 Work saol chapter 11 11. The benefits determination process and benefit options, Lectures & Discussions, assignment 11, Work saol chapters 12 & 13. 12. Compensation of special groups, Lectures & Discussions, assignment 12 Work saol chapter 14 13. Government & legal issues in compensation, Lectures & Discussions, assignment 13 Work saol chapter 17 14. Budget & administration, Lectures & Discussions, assignment 14 Work saol chapter 18.
Language of instruction	Bahasa indonesia
Assessment methods and criteria	<p>Written & Oral test</p> <p>Criteria:</p> <ul style="list-style-type: none"> A = 86-100 B = 71-85,99 C = 56-70,99 D = 41-55,99

	E = <41
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