Purpose: The objective of this course is to review the psychological literature on compensation in the workplace. This course does not cover functional HR practices in compensation but is more focused on the effects of total compensation systems on attraction, selection, and retention of employees as well as their motivation and attitudes.

Text: There is no text for this course.

Grade: Grades will be based on class participation including presentation of readings and participation in discussion of the readings (30%) plus a final paper (70%).

Final Paper: The final paper should include a literature review on some aspect of compensation. It can take the form of a theoretical paper such as one might find in Academy of Management Review or a research proposal.

Outline/Abstract of final paper due 10/11/12
First draft due 11/17/12
Final paper due 12/6/12

Course Calendar and Readings:

08/30 Chapters 1 – 4 Berger & Berger The Compensation Handbook
Total Rewards
http://www.workscape.com/Solutions/Total_Rewards.aspx

Readings for the remainder of the semester forthcoming.