A. **Course Description**
   - Credits: 2.00
   - Lecture Hours/Week: 2.00
   - Lab Hours/Week: 0.00
   - OJT Hours/Week: 0
   - Prerequisites: None
   - Corequisites: None
   - MnTC Goals: None

   Design compensation, benefit and reward systems to attract and retain top talent. Examine government regulations to ensure compliance. Conduct competitive analyses of like organizations. This course observes the standards for the Human Resource Certification Institute.

B. **Course Effective Dates:** 8/27/18 – Present

C. **Outline of Major Content Areas**
   - As noted on course syllabus

D. **Learning Outcomes**
   1. Ensure legal and ethical compliance with regulatory policies
   2. Link compensation/benefits/rewards systems to recruiting and retention planning
   3. Conduct market research on compensation and benefits planning.
   4. Create a total awards portfolio.

E. **Minnesota Transfer Curriculum Goal Area(s) and Competencies**

F. **Learner Outcomes Assessment**
   - As noted on course syllabus

G. **Special Information**
   - None noted