

68854 - Compensation and Benefits: New trends

Syllabus Information

Academic year: 2024/25

Subject: 68854 - Compensation and Benefits: New trends

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 632 - Master's Degree in Strategic Human Resources Management

ECTS: 6.0

Year: 1

Semester: First semester

Subject type: Compulsory

Module:

1. General information

The objectives of the subject are to help students to: (a) Acquire the necessary knowledge to understand and be able to design a compensation system in accordance with the business strategy; (b) Identify and understand the components of a total compensation system; (c) Know the factors necessary for the design of a compensation strategy; (d) Incorporate the gender perspective in the design of compensation systems.

To take this subject it is recommended to have passed the previous subjects of the master's degree that precede it, so that students have a comprehensive view of the contents taught. Students must be constant in their work. Attendance and active participation in class are essential.

2. Learning results

- To identify the components of a compensation model.
- To design and manage a compensation system in line with the business strategy.
- To know and understand the different social benefits that exist in a compensation model.
- To know, understand and be able to develop a remuneration system that incorporates the gender perspective.

3. Syllabus

1. Components of a compensation model. The design of a compensation system.
2. Base, market, variable and equity-linked compensation.
3. Social benefits.
4. Taxation and taxes.
5. Remuneration and gender perspective.

4. Academic activities

Master classes (T1): 30 hours

Theoretical-practical sessions in which the contents of the subject will be explained, distributed into 12 face-to-face hours and 18 non-face-to-face hours.

Problem solving and case studies (T2): 30 hours

Sessions to solve practical cases, readings and exercises proposed by the faculty. It includes 12 classroom hours and 18 non-classroom hours. Includes seminars, workshops and/or conferences.

Study and autonomous work of the student (T7): 87 hours

Assessment tests (T8): 3 hours

5. Assessment system

The subject can be taken in **continuous or single assessment** mode.

In the **continuous assessment** the final grade is obtained through the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (40% final grade):** the practical case or cases established by the teacher must be completed and submitted on the indicated dates. A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Participation (10% final grade):** active participation of the student in face-to-face and non-face-to-face activities,

including the final lecture of the subject, by means of interventions, consultations, contribution of experiences, etc.

¹ In order to benefit from the continuous assessment system, it is necessary that the student attends at least 80% of the classroom sessions and the final lecture of the subject. Otherwise, the student will automatically pass to the single assessment mode.

In the **single assessment** the final grade is obtained through the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (50% final grade):** an exam with open-ended questions of a practical or applied nature. A minimum grade of 4 points out of 10 must be obtained in this test in order to average with the theoretical part.

The assessment tests, both continuous and single, will be carried out on the official dates approved by the Master's Quality Assurance Committee.

The results obtained will be graded according to the current regulations of the University of Zaragoza, with a numerical scale from 0 to 10, with one decimal place, to which the corresponding qualitative grade may be added.

6. Sustainable Development Goals

- 5 - Gender Equality
- 8 - Decent Work and Economic Growth
- 11 - Sustainable Cities and Communities