

<b>Subject Code</b>	MM516
<b>Subject Title</b>	Management of Pay and Benefits
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Normal Duration</b>	1-semester
<b>Pre-requisite</b>	Managing Organizations and People (MM511) / Organization and Management (MM5112) and Human Resource Management (MM514)  <u>For MBA</u> Organizational Behaviour & Leadership (MM5133)
<b>Objectives</b>	The objective of this course is to provide students with a thorough and in-depth understanding of the key concepts, issues and current practices related to the management of pay and benefits in organizations today.
<b>Intended Learning Outcomes</b>	Upon completion of the subject, students will be able to: a. understand the theories, concepts and debates that influence the development of pay and benefit practices; b. master the knowledge and skills required to design and implement effective reward system; c. appreciate the roles that pay and benefits management play in driving organizations' business strategy and human resource strategy.
<b>Subject Synopsis/ Indicative Syllabus</b>	<ul style="list-style-type: none"> <li>• Employee Motivation &amp; Pay Satisfaction</li> <li>• Job Evaluation</li> <li>• Pay Survey &amp; Market Pricing</li> <li>• Pay Level &amp; Pay Structure</li> <li>• Pay for Performance – Individual and Group Incentives</li> <li>• Executive Compensation</li> <li>• Employee Benefits</li> <li>• International Pay &amp; Benefits</li> <li>• Expatriate Compensation</li> <li>• Administration &amp; Evaluation of Reward Programs</li> </ul>
<b>Teaching/Learning Methodology</b>	In addition to lectures, case studies, group exercises and discussions will be used to illustrate respective theories, concepts and practices. Active participation from students is expected to create an interactive learning environment.  Besides, students will be required to read selected articles from academic journals and practitioner publications, which will offer them further perspectives and insights into pay and benefits management.

<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)		
			a.	b.	c.
	<b>Continuous Assessment*</b>	<b>50%</b>			
	1. Class participation and activities	10%	✓	✓	
	2. Individual paper	20%	✓	✓	✓
	3. Group presentation	20%	✓	✓	✓
	<b>Examination</b>	<b>50%</b>	✓	✓	✓
	Total	100 %			
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b> the various methods are designed to ensure that all students taking this subject –</p> <p>Students are expected to demonstrate their understanding of the theories and concepts through active participation in various class activities including case discussion and group exercises. The individual paper and group project will allow students an opportunity to examine current issues in managing pay and benefits and apply their learning to solve real life problems. The examination aims at assessing students’ ability to integrate the theories, concepts and practices discussed throughout the course.</p>					
<b>Student Study Effort Expected</b>	Class contact:				
	▪ Lectures		39 Hrs.		
	Other student study effort:				
	▪ Preparation for lectures		39 Hrs.		
	▪ Preparation for assignment / group project and presentation / examination		39 Hrs.		
	Total student study effort		117 Hrs.		
<b>Reading List and References</b>	<p><u>References:</u></p> <p>Milkovich, G., Newman, J., &amp; Gerhart, B. (2024), Compensation 14e, McGraw-Hill Irwin, Boston.</p> <p>Aguinis, H. (2019), Performance Management, 4<sup>th</sup> Ed, Pearson Prentice Hall.</p> <p>Martocchio, J. J. (2025). Strategic Compensation: A Human Resource Management Approach. 11th Edition. Upper Saddle River: Pearson Prentice Hall.</p> <p>Compensation and Benefits Review</p>				