Compensation Study Guide - Exam 1

Note: The purpose of this document is to highlight some of the more important topics discussed in class. The usual caveat with any study guide applies: this study guide is generally comprehensive but not necessarily inclusive of everything you should study for

the exam. In other words, you are responsible for all material covered in class, including videos, exercises, etc., as well as all assigned reading material. I hope that you find this study guide useful and helpful.

Chapter 1

- Define compensation
 - Refers to all forms of financial returns and tangible services and benefits employees receive as part of an employment relationship.
 Pay, alarm, dental

^^^Doesn't include relational returns

***job satisfaction

- a. Base wages
- b. Supervisor support
- Challenging work
- d. Commute time
- a. Know the various forms of cash compensation and their purposes
 - Base, Merit/ cost of living, Short-term incentives, and Long-term incentives
- Describe the various components of the Pay Model
 - Compensation objectives
 - Policies that form the foundation of the compensation system
 - Techniques that make up the compensation system

*** objectives first

a. So far, we have covered internal Alignment in relatively more depth, so be able to fully explain how internal alignment fits into the pay model, and the various components of internal alignment (strategy, job analysis).

- Focus- comparisons among job or skill levels inside a single organization
 - Which in turn will set the pay rates of positions

Workers Compensation Study Guide

Sandra M. Reed

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